

# Calvert County Government's Equal Employment Opportunity Statement

§ 86-1-201. Statement of policy.

A. It is the policy of the Board of County Commissioners to comply fully with Federal Government and State regulations with regard to equal employment opportunity. It is, and shall continue to be, the policy of the Board of County Commissioners to provide employment, training, compensation, promotion, and other conditions of employment in the County service based on merit and without regard to age, sex (including pregnancy) (except where age or sex are essential bona fide occupational requirements), sexual orientation, marital status, national origin, religion, race, color or disability.

B. The Board of County Commissioners shall continue to direct its employment and personnel practices toward ensuring equal opportunity for everyone in the County service. Therefore, the Board of County Commissioners intends that all matters related to recruiting, hiring, training, benefits, tuition, grants, compensation, promotion, transfer, layoff, disciplinary action, termination, and all treatment on the job be free from discriminatory practices.

C. In addition, while it is the policy of the Board of County Commissioners to apply job-related standards appropriate to each position in the County service and to maintain such standards at a level consistent with effectiveness of the County's operations, it is also the policy to take affirmative action to seek out individuals at any level of the organization whose potential has not been fully met, with the objective of assisting them to reach their full potential and meet job standards. Affirmative action shall include finding additional sources of applicants who can meet minimum job standards, utilizing appropriate training, which shall assist these individuals toward full qualification, and developing programs to assure upward mobility for such qualified individuals.

D. All County personnel who are responsible for recruiting, hiring, training, supervising, promoting, transferring, and assigning employees are governed by this policy.