



HEALTH & HUMAN SERVICES Administration

Policy A-110

Affirmative Action

Policy

It is the intent of the Goodhue County Board of Health and Human Services to provide equality of opportunity in employment to all persons working for the agency, applying for work with the agency, and to require all agencies/organizations receiving public funds for materials, supplies and services provide equal employment opportunity.

Guidelines

This policy prohibits discrimination because of race, color, creed, religion, national origin, sex, age, disability, marital status, place of residence, political affiliations, sexual orientation, or status with regard to public assistance in all aspects of county personnel policies, programs, practices and operations. This policy applies to all phases of full, part-time, temporary, and seasonal employment, including but not limited to recruitment, hiring, placement, promotion, demotion, or transfer, lay-off, recall or termination rate of pay or other forms of compensation and selection for training. This policy also applies to the use of all facilities and participation in all county sponsored employee activities.

It is the responsibility of all Board of Health and Human Services members, directors and management personnel to cooperate in the implementation of this policy.

Failure of an employee to perform in a manner consistent with this policy will constitute grounds for reprimand, suspension, or dismissal where applicable from the agency's employ.

The concept of this affirmative action policy is both consistent with and fundamental to the maintenance of an effective personnel system which is based upon the principle that an employee shall be employed, compensated, promoted and retained according to demonstrated or potential merit and fitness for the job.

A statement that Goodhue County Health & Human Services is an equal opportunity employer shall appear in all advertisements and on all applications for employment. A copy of the policy will be displayed on bulletin boards where job announcements are posted. Agency staff will all have access to the policy displayed on these board(s), in the policy manual and will be given a copy of it upon request.

All suppliers, vendors, and contractors or sub-contractors will be given a copy of the agency's Affirmative Action policy and must comply with it in order to furnish services for the agency.

The Board of Health and Human Services or Director, as Human Rights Officer for the Agency, shall take action to terminate any contractual arrangement which is found to be in violation of the policy.

Minnesota Merit System Affirmative Action:

http://www.dhs.state.mn.us/main/groups/publications/documents/pub/dhs16_176361.pdf