

RESOLUTION PROHIBITING EMPLOYMENT DISCRIMINATION

WHEREAS, Calhoun County as a recipient of Community Development Block Grant (CDBG) funding, acknowledges its responsibility to adhere to applicable federal and state regulations requiring units of government receiving CDBG funds to adopt local policies to ensure equal employment opportunities; and

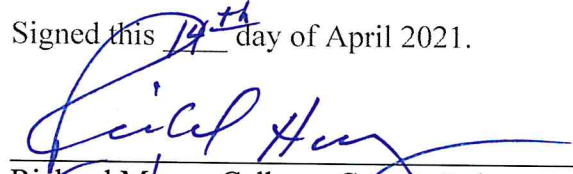
WHEREAS, it is the County's intent to comply with all federal and state legislation as to employment discrimination, including Title VII of the Civil Rights Act of 1964, the Civil Rights Act of 1991, as amended, and guidelines issued by the Equal Employment Opportunity Commission, as a condition of CDBG funding, and

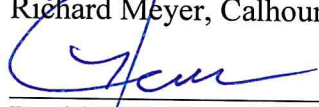
WHEREAS, the County fosters a work environment free from unlawful discrimination and harassment,


NOW THEREFORE, BE IT RESOLVED THAT CALHOUN COUNTY SHALL ENSURE AND ENFORCE THE FOLLOWING POLICIES:

1. Discrimination is prohibited against any person in job structuring, recruitment, examination, selection, appointment, placement, training, upward mobility, discipline, or any other aspect of personnel administration based on race, age, religion, color, disability, national origin, pregnancy, sexual orientation, gender identity, political affiliation or belief, or any other prohibited factor.
2. Reasonable accommodations will be made to make the County employment application process, employee activities, working environment, employee benefits, employee training, and employee advancement process accessible to disabled persons, and to make reasonable accommodations to an individual with a disability who is an applicant or employee unless that accommodation will place an undue hardship on County operations.
3. The County does not discriminate on the basis of genetic information (Title II of the Genetic Information Nondiscrimination Act of 2008) with respect to hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.
4. Retaliation or discrimination against any employee for reporting an unlawful or discriminatory employment practice, or for participating in an investigation of an allegation of discrimination, is prohibited. Any county employee found to be engaging in unlawful discrimination will be subject to disciplinary action, including termination of employment.
5. Any form of harassment in the workplace is prohibited, including harassment based on any protected class such as race, age, religion, color, disability, national origin, pregnancy, sexual orientation, gender identity, political affiliation or belief, or any other prohibited factor.

Signed this 14th day of April 2021.


Richard Meyer, Calhoun County Judge


David Hall, County Commissioner Precinct #1


Vern Lyssy, County Commissioner Precinct #2


Joel Behrens, County Commissioner Precinct #3


Gary Reese, County Commissioner Precinct #4