

DOUGLAS COUNTY SHERIFF'S OFFICE		Policy and Procedure
General Administration		P&P-A-105
Equal Opportunity / Affirmative Action		
Effective Date: 11-12-08 Supercedes: 01-26-07	Approval: Sheriff	Number of Pages: 1
References: DC Resolution R-997-129	Reevaluation Date: Annually or as needed	Standards: CALEA 31.2.1, 31.2.2, 31.2.3, 33.7.1 ACA 4-ALDF-7E-01

I. POLICY STATEMENT

It is the policy of Douglas County to promote equal opportunity without regard to age, race, color, religion, sex, national origin, veteran status or disabilities through a continuing program of specific practices. <7E-01>

On November 12, 1997, through Resolution No. R-997-129, the Douglas County Sheriff's Office adopted an Equal Employment Opportunity Plan. A copy of this plan is available for all applicants and employees to review. The plan is reviewed yearly and updated as necessary. <31.2.2><31.2.3>

To implement this policy, Douglas County will continue to:

- A. Recruit, hire, train and promote persons in all job classifications without regard to age, race, color, religion, sex, national origin, veteran status or disabilities, and consistent with all other policies of this manual.
- B. Base decisions on employment so as to further the principle of equal opportunity employment.
- C. Insure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities.
- D. Insure that all personnel actions, including, but not limited to, compensation, benefits, transfer, layoffs, return from layoff, Douglas County sponsored training, social and recreational programs will be administered without regard to age, race, color, religion, sex, national origin, veteran status or disabilities.

Equal employment opportunity is not only the law, but is a principle of Douglas County's operation. Each employee will cooperate to achieve this goal and stand behind this principle.

By Order of the Sheriff