

## **EQUAL EMPLOYMENT OPPORTUNITY**

It is the policy of this County that an individual's race, color, religion, sex, disability, age, or national origin are not and will not be considered in any personnel or management decisions. We affirm our commitment to these fundamental policies.

All recruiting, hiring, training, and promoting for all job classifications is done without regard to race, color, religion, sex, disability, national origin, or age. All decisions on employment are made to abide by the principle of equal employment.

All promotion decisions will continue to be made in accordance with equal employment opportunity principles and only valid job requirements will be used.

All other personnel actions such as compensation, benefits, transfers, layoffs, and return from layoffs, will be administered without regard to race, color, religion, sex, age, disability, or national origin, except when there is a *bona fide* occupational qualification.

Wilson County also prohibits any harassment based on race, color, religion, age, sex, national origin, or disability. Harassment is verbal or physical conduct that shows hostility toward an individual because of these protected characteristics, which creates an intimidating, hostile, or offensive working environment as defined by law. It also has the purpose or effect of unreasonably interfering with an individual's work performance; or otherwise adversely affects an individual's employment opportunities.

Any employee of this County, whether supervisory or non-supervisory, who practices discrimination or harassment will be subject to disciplinary action. If employees believe that an incident has occurred that is offensive or objectionable, causes discomfort or humiliation, creates a hostile environment, or interferes with job performance or advancement opportunities, they are urged to bring the matter promptly to the attention of their supervisor or County Attorney. No employee will be subjected to any form of discipline or retaliation for reporting incidents of unlawful discrimination or harassment.