

Iowa County, Iowa
Policy Manual

| | |
|------------------------------------|------------------------------------|
| Title: Equal Opportunity Statement | Reference #: AD006 |
| Section: Administration | Date Effective/Revised: 12/16/2016 |
| Department (s): All | Approved By: Board of Supervisors |

EQUAL OPPORTUNITY POLICY STATEMENT

It is the policy of the County of Iowa, Iowa (hereinafter referred to as "County") to provide equal opportunity to all employees, applicants and program beneficiaries; to provide equal opportunity for advancement of employees; to provide program and employment facilities which are accessible to the handicapped and to administer its programs in a manner that does not discriminate against any person because of race, creed, color, religion, sex, national origin, disability, age, familial status, political affiliation, citizenship or sexual orientation.

The Chairperson has ultimate responsibility for the overall administration of the affirmative action/equal opportunity program. The total integration of equal opportunity into all parts of personnel and program management is the Chairperson's responsibility. The Chairperson will review all policies and procedures as they affect equal opportunity and affirmative action and ensure compliance with relevant federal and state statutes.

The right of appeal and recourse is guaranteed by the County. Any person who feels that he or she has been denied employment, participation, representation, or services in any program administer by the County because of race, creed, color, religion, sex, national origin, age, disability, political affiliation, sexual orientation, or citizenship has the right to file an equal opportunity complaint. Information and assistance relative to equal opportunity complaints shall be provided by John Gahring, who can be contacted at 319-631-3299.

This Equal Opportunity Policy of the County shall be posted in conspicuous places within the facility, distributed to all employees, contractors and to the persons of all advisory and policymaking groups.

Adopted by the County this 16 day of December, 2016.

Chairperson

