

Lorain County General Health District

3.2 Affirmative Action/Equal Employment Opportunity

It is the policy of this agency, consistent with Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964 (as amended), the Equal Employment Opportunity Act of 1972, the Equal Pay Act of 1963, the Age Discrimination in Employment Act of 1967, the Rehabilitation Act of 1973, as amended, the American with Disabilities Act of 1992, the Civil Rights Act of 1991, and Ohio Revised Code Chapter 4112, to provide equal employment opportunity to all people regardless of race, color, age, religion, sex, or national origin, handicap, age, or ancestry. All employees and/or applicants for employment will be hired, promoted, transferred, demoted, laid off, terminated, suspended, or evaluated, in a fair and equitable manner based solely upon merit, fitness, and such bona fide occupational qualifications as may be required for a particular position. No personnel decision shall be based upon race, color, religion, sex, national origin, handicap, age, or ancestry.

The Lorain County General Health District has an Affirmative Action Plan administered by a designated Equal Employment Opportunity Officer which provides a general framework of Affirmative Action activities in the agency. The overall goals of this Plan are designed to help eliminate the effects of any demonstrated past inadvertent discriminatory practices; to avoid any adverse impact and effects of present employment practice procedures on protected group members; and to serve the needs of the Health District by having a work environment free of discriminatory practices and barriers to equal employment opportunities.

Complaints of discrimination for any of the above reasons may be filed with the Health Commissioner, the Ohio Department of Health in Columbus, or the Ohio Civil Rights Commission. Current addresses for the Ohio Department of Health, the Ohio Civil Rights Commission, or other federal or state agencies charged with the responsibility of enforcing statutes or regulations for the protection of civil rights and equal employment opportunities may be obtained from the office of the Health Commissioner.

In addition to the complaint procedures provided by law, employees may initiate and follow the grievance procedures described in Section 5.6 of this policy manual.

Any employee of the Lorain County General Health District found guilty of any discriminatory act toward any individual is subject to immediate disciplinary action, up to and including termination.

(Revised October 14, 1998; revised 9-08-04)