

## EEO/AFFIRMATIVE ACTION POLICY STATEMENT

TO: All Employees and Applicants for Employment

Racine County is committed to equal employment opportunity for all employees. It is Racine County's policy to seek and employ the best qualified individuals without regard to race, creed, color, religion, sex, age, national origin, sexual orientation, disability, special disabled veteran, Vietnam Era, other covered veteran status or other protected status. To this end, we support and will cooperate fully with all applicable laws, regulations and executive orders in all of our employment policies, practices and decisions. We will take affirmative action to assure that equal opportunity for employment is provided with regard to all personnel actions, including but not limited to:

All recruiting, hiring, and promotion programs in all job categories;

Decisions regarding employment; and

All personnel actions such as compensation, benefits, transfers, training, social and recreational programs, job opportunities, layoffs, recalls, education and other terms and conditions of employment.

We firmly believe that equal employment opportunity can only be achieved through demonstrated leadership and implementation of a viable affirmative action plan. Our Plan sets forth specific affirmative action and equal opportunity responsibilities for managers, supervisors and all of our employees. All employees are expected to comply with this policy and our Affirmative Action Plan. We expect all employees to demonstrate respect for all other employees. It is imperative that all employees make personnel and employment decisions in accordance with the County's policies, practices and procedures.

We encourage employees to assist the County in meeting its goals by referring any qualified minorities, females, disabled, special disabled veterans, veterans of the Vietnam Era or other covered veterans to us as applicants for employment. April Dyess Centeno serves as the County's Affirmative Action Officer and has the responsibility of assuring compliance with the Plan. Please communicate any questions or concerns that you have to her. A copy of the Plan is available for inspection at the Human Resources Department, or the County Clerk's Office, 730 Wisconsin Avenue, during normal business hours from 8:00 a.m. to 5:00 p.m., Monday through Friday, except holidays.