

GRANT COUNTY PERSONNEL POLICY MANUAL	POLICY: 2.02 DIVERSITY AND EQUITY	
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SUBJECT: DIVERSITY AND WORKPLACE EQUITY

PURPOSE:

To state the organization's commitment to build quality workforce representative of the community we serve.

STATEMENTS OF POLICY:

The County is committed to building a diverse workforce which reflects the face of the community we serve, honors and respects the beneficial and worthwhile differences and abilities of all our employees and residents, and provides employees with opportunities, tools, and support to achieve their maximum potential.

Equitably managing a diverse workforce is at the heart of equal opportunity. Valuing beneficial and worthwhile differences among cultures and races is the basis for a policy of inclusion.

Diversity recognizes and respects a multitude of differences which employees bring to the workplace. Diversity may complement organizational values that stress teamwork, leadership, responsibility, and quality service. Diversity means striving to maintain an environment in which managers value the worthwhile differences in their employees and take steps to ensure that employees know they are valued individuals.

To achieve workplace equity and inclusion, we will observe the policies and practices outlined below:

1. We will ensure that we do not discriminate in employment on the basis of race, color, religion, national origin, sex, age, disability, marital status, creed, ancestry, or medical condition.
2. Our recruiting efforts will ensure that applicant pools are both capable and reflective of the population we serve.
3. We will make employment decisions based on job-related criteria and will provide opportunities for entry and promotion into non-traditional jobs where appropriate.

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4. We will ensure a workplace free of all forms of harassment.
5. We will develop a procedure for prompt, thorough and impartial investigations of discrimination or harassment complaints and will take appropriate measures to provide remedy or relief to individuals who have been victims of illegal discrimination, harassment or false accusations thereof.
6. Measures to ensure accountability for managing diversity will be incorporated into the performance management system for supervisors and managers. The County designated Personnel Resources Director will evaluate the effectiveness of our diversity policies and programs.

By creating a workplace where everyone can work towards their maximum potential, the County will be better able to retain quality, productive employees who will provide excellent services to our residents.