

DELTA COUNTY ROAD COMMISSION EQUAL EMPLOYMENT OPPORTUNITY POLICY

Policy # 1

Effective Date:

Revised: 12/19/2005

01/22/2013

Last Reviewed Date: 1/26/2009

In accordance with the Federal Civil Rights Act of 1964, Executive Order 11246, the rehabilitation Act of 1973, The Pregnancy Discrimination Act, Equal Pay Act of 1963, the Vietnam Era Veteran's Readjustment Assistance Act of 1974, the Age Discrimination Act of 1967, and Michigan Public Act 453 of 1976, Title I of the Americans with Disabilities Act of 1990, Sections 102 and 103 of the Civil Rights Act of 1991, The Genetic Information Nondiscrimination Act of 2008 (GINA) and their amendments, there shall be no discrimination against any employee or applicant because of race, religion, age, sex, color, national origin, handicaps, height, weight, familial status or marital status, handicaps, or Vietnam or Disabled Veteran status; Pregnancy, or GINA, furthermore, affirmative action shall be taken to ensure that qualified minority group, handicapped, female, and Vietnam or Disabled Veteran applicants are employed, and that employees shall be treated equally during employment and without regard to any of the above.

This obligation not to discriminate in employment and to take affirmative action to ensure nondiscrimination includes, but is not limited to, the following:

- Employment, upgrading, demotion or transfer
- Recruitment or recruitment advertising
- Layoff or termination
- Rates of pay or other forms of compensation
- Selection of training, including apprenticeship, per-apprenticeship and/or on the job training

This notice is furnished you pursuant to the provisions of Executive Order 11246, Title VII of the Federal Civil Rights Act of 1964, and Public Act 453 of 1976, all as amended.

Ayes- 5

Nays- 0

Randy Bjork, Chairman

Amy J. Reinhardt, Clerk