

COUNTY OF WAYNE

EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of the County of Wayne to provide at all levels of county government equal opportunity in employment and increase representation of people of color, women and other historically underrepresented groups through the use of all available personnel tools to recruit, hire, train, promote and retain qualified individuals. It is the intent of this policy to ensure that all citizens, regardless of race, color, national origin, gender, gender identity and expression, sexual orientation, age, religion, range of physical or mental ability have equal opportunity to compete for and obtain employment with the County of Wayne. The County is committed to building and maintaining a workforce of various cultures, including individuals from diverse backgrounds that reflect the population it is dedicated to serving. Each county department is expected to contribute to the support of this commitment.

The County of Wayne prohibits discrimination based on race, color, national origin, gender, gender identity and expression, sexual orientation, age, religion, range of physical or mental ability in violation of federal and state laws and county policy. Such discrimination will not be tolerated.

Complaints of Discrimination: If an individual believes he/she has encountered a violation or violations of this policy, the individual may advise his/her Department Head. In the event that a complaint cannot be made to the Department Head, the complaint may be made to the Director of Human Resources, 26 Church Street, Lyons, New York 14489, telephone: 315-946-7483. In the event that a complaint cannot be made to the Department Head or the Director of Human Resources, the complaint may be made to the Wayne County Administrator, 26 Church Street, Lyons, New York 14489, phone 315-946-5480. In addition, an individual may file a written complaint with the Director of Human Resources, 26 Church Street, Lyons, New York 14489, telephone: 315-946-7483 within 30 calendar days of the incident. Retaliation against the complainant will not be tolerated.

Investigation: Wayne County's policy is to investigate all such complaints. If an investigation confirms that a violation has occurred, the County will take corrective action, including any appropriate discipline as permitted by law up to and including termination of employment.