

DELAWARE COUNTY BOARD OF SUPERVISORS

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Tina B. Molé, Chairman
Christa M. Schafer, Clerk

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of Delaware County not to discriminate against any applicant for employment, or any employee because of age, color, sex, disability, national origin, race, religion, or veteran status.

Delaware County will take affirmative action to ensure that the EEO Policy is implemented, with particular regard to: advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave, promotion, recruitment, rehire, social activities, training, termination, transfer, upgrade, and working conditions.

Delaware County will continue to make it understood by the employment entities with which it deals, and in employment opportunity announcements that the foregoing is the policy of the Delaware County and all employment decisions are based on individual merit only.

All current employees of Delaware County are requested to encourage qualified disabled persons, minorities, special disabled veterans, and Vietnam Era veterans to apply for employment, on the job training or for union representation for qualified disabled individuals.

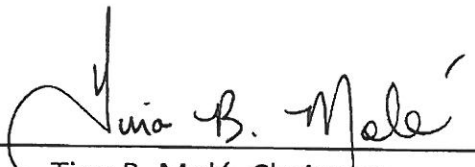
It is the policy of Delaware County that all agency activities, facilities, and job sites are non-segregated. Separate or single-user toilet and changing facilities are provided to assure privacy.

It is the policy of Delaware County to ensure and maintain a work environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which

other legal obligations incurred by the Delaware County Department of Public Works in its financial assistance agreements with the Department of Transportation.

The County Attorney has disseminated this policy statement to the Board of Supervisors and to all Delaware County managers and all of the components of our organization. We have distributed this statement to DBE and non-DBE business communities that perform work for us on DOT-assisted contracts. This will be sent to the business communities that perform work for us on DOT-assisted contracts and available on the Delaware County web site.

Dated: September 14, 2020



Tina B. Molé, Chairman