

POLICY STATEMENT

Schenectady County strongly endorses the use of Equal Employment Opportunity and Affirmative Action mechanisms to ensure equal opportunities for all employees, job applicants, and contract vendors. It is the policy of Schenectady County to fully comply with all equal employment opportunity and affirmative action laws, rules, regulations and applicable court decisions; to guarantee County programs are accessible to all as required by the Americans with Disabilities Act; to prohibit unlawful discrimination age, gender, religion, race, disability, creed, genetic predisposition, marital status, veteran status, national origin, and all other unlawful discrimination in employment; and to promote the full realization of equal opportunity for the County as a whole and within each department of the County.

Schenectady County will provide equal employment and contract opportunities to all applicants regardless of race, creed, color, gender, age, national origin, citizenship, sexual orientation, religion, genetic predisposition, marital status, veteran status, or disability. To accomplish this Schenectady County will:

- Engage in personnel practices and policies that will assist the County government in achieving a workforce reflecting the demographic diversity of the County;
- Actively recruit members of protected classes for County employment;
- Strongly enforce Equal Employment Opportunity and Affirmative Action guidelines in vendor contracts.

In order to achieve these goals, Schenectady County hereby adopts the Schenectady County Equal Employment Opportunity and Affirmative Action Plan ("the Plan") which conforms to Federal and State non-discrimination and affirmative action regulations. This Plan applies to all job classifications and titles in the County and all types of appointments under the County's jurisdiction. It governs County practices and actions such as recruitment, employment, disciplinary actions, compensation, advancement, reclassification, reallocation, promotion, demotion, and employee benefits.

The County Affirmative Action Manager is responsible for day-to-day implementation of the programs and policies outlined in the Plan, and is directly answerable to the County Manager..