

**R-04-110**

**A RESOLUTION ADOPTING A REVISED  
EQUAL EMPLOYMENT OPPORTUNITY  
(EEO) POLICY STATEMENT UNDER THE  
EEO/AFFIRMATIVE ACTION PLAN  
ADOPTED ON OCTOBER 16, 2001**

**WHEREAS**, it has long been the policy of the Board of County Commissioners of Manatee County, Florida, to provide equal opportunity in its employment function on the basis of merit without discrimination because of race, color, religion, sex, national origin, age, marital status, political affiliation, or physical or mental disability which does not preclude the performance of the essential functions of the job with or without reasonable accommodation(s); and

**WHEREAS**, in furtherance of that policy this Board of County Commissioners adopted a revised Equal Employment Opportunity/Affirmative Action (EEO/AA) Plan on October 16, 2001; and

**WHEREAS**, in conjunction with that Plan, this Board has adopted an Equal Employment Opportunity Policy Statement, which serves as confirmation of the Board's commitment to equal employment opportunity in its employment function; and

**WHEREAS**, it is the intent of this Board to periodically renew this commitment through regularly updating the EEO Policy Statement;

**NOW, THEREFORE, BE IT RESOLVED:**

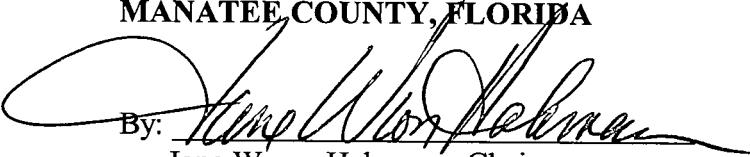
1. That the Board of County Commissioners does hereby reaffirm its policy to ensure equal opportunity in employment to all persons and to provide placement, employment, training, promotion and salary opportunities without regard to race, color, religion, sex, national origin, age, marital status,

political affiliation, or physical or mental disability which does not preclude the performance of the essential functions of the job with or without reasonable accommodation(s).

2. The EEO Policy Statement adopted under Resolution, R-01-228, on October 16, 2001, is hereby readopted and reaffirmed, and the Chairman and the County Administrator are hereby authorized to execute such Policy Statement.

**ADOPTED** in open session, with a quorum present and voting, this the 6<sup>th</sup> day of April, 2004.

**BOARD OF COUNTY COMMISSIONERS  
MANATEE COUNTY, FLORIDA**

By:   
Jane W. vonHahmann, Chairman



ATTEST:

R. B. SHORE  
CLERK OF THE CIRCUIT COURT

By:   
de

## I. EQUAL EMPLOYMENT OPPORTUNITY POLICY

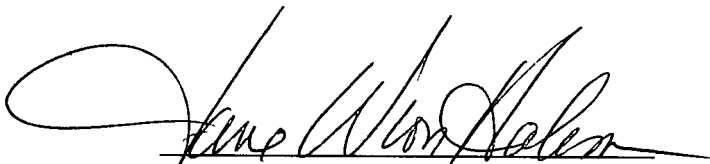
It is the continuing policy of the Board of County Commissioners of Manatee County, State of Florida, to promote equal opportunity for all of its employees and applicants for employment. To this end, the County will continue to recruit, hire, train, and promote, the most qualified persons in all job classifications without regard to race, color, religious creed, national origin, ancestry, age, gender, marital status, or a disability.

Employees or job candidates who are or become disabled within the meaning of the Americans with Disabilities Act will be reasonably accommodated if such accommodations will otherwise permit the employee or candidate to perform the essential functions of the job which the employee holds or the candidate seeks.

Employment and promotional decisions will be made in accordance with the principles of the merit system, which affords equal opportunity by imposing only valid, job-related tests and requirements for employment or promotion.

All personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, County sponsored training, education, discipline and evaluation will be administered without regard to race, color, religious creed, national origin, ancestry, gender, age, marital status, or disability.

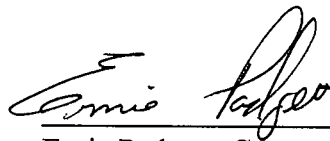
Employees or job candidates who allege that they have been illegally discriminated against should complain in writing to the Human Resources Director or a manager-level employee in the Human Resources Department, Suite 863, 1112 Manatee Avenue West, Bradenton, Florida 34205, (941) 748-4501, Ext. 3520.



Jane W. vonHahmann, Chairman

April 6, 2004  
Date

ATTEST: J. S. GRIFFIN  
CLERK OF CIRCUIT COURT  
BY: [Signature]  
CLERK OF CIRCUIT COURT



Ernie Padgett, County Administrator

4/8/04  
Date