

RESOLUTION 11-120

A RESOLUTION REAFFIRMING THE MANATEE COUNTY EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY STATEMENT AND AFFIRMATIVE ACTION (AA) PLAN, AS ORIGINALLY ADOPTED ON OCTOBER 16, 2001 AND PERIODICALLY REAFFIRMED THEREAFTER; AUTHORIZING THE CHAIRMAN AND COUNTY ADMINISTRATOR TO EXECUTE RELATED DOCUMENTS; PROVIDING FOR SEVERABILITY AND PROVIDING FOR AN EFFECTIVE DATE.

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, 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 the Board of County Commissioners most recently revised, updated and adopted its Affirmative Action Plan on October 16, 2001, and has in the ensuing years periodically reviewed and re-affirmed same; and

WHEREAS, in conjunction with that Plan, the Board has adopted an Equal Employment Opportunity (EEO) 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 reaffirming the EEO Policy Statement.

NOW, THEREFORE, BE IT RESOLVED by the Board of County Commissioners of Manatee County, Florida that:

1. The Board of County Commissioners does hereby reaffirm Manatee County's 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, 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 current Manatee County EEO/AA Plan and Policy Statement adopted under Resolution R-01-228, on October 16, 2001, is hereby readopted and reaffirmed.

3. The Chairman and the County Administrator are hereby authorized to execute such Policy Statements and other related documents as may be required to confirm this statement of policy.

BE IT FURTHER RESOLVED that this Resolution shall be effective upon adoption.

BE IT FURTHER RESOLVED that any existing Resolution or portion thereof of the Board of County Commissioners, which contains terms or provisions that are in direct conflict with and cannot be harmonized with the provisions of this Resolution shall, as to such terms or provisions, be deemed as superseded by this Resolution.

BE IT FURTHER RESOLVED that the provisions of this Resolution are severable such that the invalidity of any one provision shall not operate to invalidate any other provision.

ADOPTED in open session, with a quorum present and voting, this 24th day of May, 2011.

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

ATTEST: R. B. SHORE
CLERK OF THE CIRCUIT COURT

By: _____

Carol Whitmore, Chairman

By: _____

Deputy Clerk



I. EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

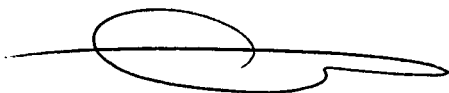
It is the continuing policy of the **Board of County Commissioners of Manatee County, State of Florida**, to promote equal opportunity for all of its employees and applicants for employment. To this end, the County will continue to recruit, hire, train, and promote, the most qualified persons in all job classifications without regard to race, color, religious creed, national origin, 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, 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. 3865.



Carol Whitmore, Chairman

May 24, 2011

Date



Ed Hunzeker, County Administrator

May 24, 2011

Date