

## **RESOLUTION 13-71**

**A RESOLUTION ADOPTING AND AFFIRMING A  
MANATEE COUNTY EQUAL EMPLOYMENT  
OPPORTUNITY (EEO) POLICY STATEMENT  
AND EQUAL EMPLOYMENT/AFFIRMATIVE  
ACTION (EEO/AA) PLAN; 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 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**, revisions to the Plan are required to conform to recent Personnel Policy changes related to applicant screening and interviewing, and Manatee County desires to take the opportunity to adopt its entire Plan anew; and

**WHEREAS**, in conjunction with the Plan, the Board desires to adopt an Equal Employment Opportunity (EEO) Policy Statement, which will serve 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 in the future through regular reaffirmations of the EEO Policy Statement and Plan.

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

1. That 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, 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 current Manatee County EEO/AA Policy Statement and Plan, adopted under Resolution R-01-228, are hereby replaced with the 2013 Policy Statement and Plan, which are attached hereto and incorporated herein by reference.

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 which 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 9<sup>th</sup> day of April, 2013.

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

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

By: Debi Jessner  
Deputy Clerk

By: [Signature]  
Vice-Chairman

