

**RESOLUTION 14-71**

**A RESOLUTION REAFFIRMING THE MANATEE COUNTY EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY STATEMENT AND EQUAL EMPLOYMENT/AFFIRMATIVE ACTION (EEO/AA) PLAN AS ORIGINALLY ADOPTED ON APRIL 9<sup>TH</sup> 2013 AND TO BE PERIODICALLY REAFFIRMED THEREAFTER; AUTHORIZING THE CHAIRPERSON 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 April 9<sup>th</sup> 2013, and will in the ensuing years periodically reviewed and re-affirmed same; and

**WHEREAS**, in conjunction with the Plan, the Board desires to reaffirm its 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 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. That the current Manatee County EEO/AA Policy Statement and Plan, adopted by Resolution R-13-71 on April 9<sup>th</sup> 2013, are hereby readopted and reaffirmed.

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

**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.

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

**ADOPTED** in open session, with a quorum present and voting, this 3<sup>rd</sup> day of June, 2014.

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

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



By: Robin Liberty  
Deputy Clerk

Larry Bustle  
Larry Bustle, Chairperson