

**Item Title:** Approval of Modifications to the Human Resources Ordinance Equal Employment Opportunity

**Specific Action Requested:**

**That the Board of Commissioners approves the proposed modifications to the Equal Employment Opportunity Ordinance.**

**Item Summary:**

The Equal Employment Opportunity ordinance, Section 31.04 is out of date and does not currently align with language included in the current federal law. It is recommended that the County ordinance be updated to reflect federal law at a minimum. At the Board of Commissioners Work Session on September 14, 2015, Commissioners discussed recommended changes. The full proposed ordinance is attached. A comparison of federal law, the existing and the proposed ordinance is summarized in the following chart.

|                                 | Required by Federal Law | County Ordinance |          |
|---------------------------------|-------------------------|------------------|----------|
|                                 |                         | Existing         | Proposed |
| Age                             | X                       | X                | X        |
| Color                           | X                       |                  | X        |
| Disability                      | X                       | X                | X        |
| Gender                          |                         | X                |          |
| Gender Identity or Expression * |                         |                  | X        |
| Genetic Information             | X                       |                  | X        |
| Family Status                   |                         |                  | X        |
| National Origin                 | X                       | X                | X        |
| Political Affiliation           |                         | X                | X        |
| Race                            | X                       | X                | X        |
| Religion                        | X                       | X                | X        |
| Sex                             | X                       |                  | X        |
| Sex (Preganancy)                | X                       |                  | X        |
| Sex.(Wages)                     | X                       |                  | X        |
| Sexual Orientation *            |                         |                  | X        |
| Veteran                         |                         |                  | X        |

\* Included in Sex category in federal law.

In addition to modifying the County's ordinance, the County's administrative policy included in the Human Resources Policy Manual will be modified to reflect the modified ordinance language as referenced in Section E of the ordinance.