

**ATHENS COUNTY BOARD OF COMMISSIONERS  
PERSONNEL POLICY AND PROCEDURES MANUAL**

**EQUAL EMPLOYMENT OPPORTUNITY/  
AFFIRMATIVE ACTION**

**SECTION 1.04  
PAGE 1 OF 1**

Athens County is an Equal Employment Opportunity Employer. It is the policy of the County to not unlawfully discriminate against any qualified employee, qualified applicant for employment, or eligible beneficiary of services on the basis of race, color, religion, age, sex, national origin, disability, or military status, except where such a factor constitutes a bonafide occupational qualification, regarding the following:

- |                             |                                            |
|-----------------------------|--------------------------------------------|
| 1. Recruitment              | 7. Layoff and Recall                       |
| 2. Selection                | 8. Termination                             |
| 3. Placement                | 9. Disciplinary Action                     |
| 4. Testing                  | 10. Social and Recreational Programs       |
| 5. Training                 | 11. Employee Benefits and Compensation     |
| 6. Promotions and Transfers | 12. Tangible Program Services and Benefits |

All references to employees in this policy designate both sexes and wherever the male gender is used by itself, it shall be construed to include male and female employees.

Employees who feel they have been discriminated against may seek recourse through the use of the Discriminatory Harassment Complaint Procedure (See Section 1.11).

Original Adoption Date: \_\_\_\_\_ Revision Date: \_\_\_\_\_