



# Medina County Policy Manual

<b>Policy: Affirmative Action Statement</b>	<b>Section: Introduction</b>	<b>Number: 1.030</b>
<b>Issued: 09/17/07</b>	<b>Reviewed/Revised:</b>	<b>Page #: 1 of 1</b>

## I. Overview & Considerations

- A. Consistent with Medina County's commitment to Equal Employment Opportunity, ([reference Policy 1.025](#)), the Medina County Board of Commissioners does hereby declare and reaffirm an Affirmative Action Policy in all employment matters.
- B. All employment matters will be considered without regard to race, religion, color, national origin, ethnic heritage, marital status, sex, age, or disability.
- C. Periodic reviews of all employment practices will be undertaken to ensure affirmative steps are taken to continue this County's commitment to equal employment opportunity.
- D. The Medina County Commissioners, in 1980, adopted an Affirmative Action Program that stated among its goals the following objective:
  - *To minimize or eliminate individual or collective complaints of discrimination within County employment and to respond quickly and efficiently to those made.*
- E. The following definitions shall be used to implement this Affirmative Action Statement:
  - 1. A person occupying a supervisory position is one who has general oversight, superintendence, or evaluation authority over another employee's work.
  - 2. A person occupying a management position is one who controls, directs, administers, or takes charge of a department.