

AMENDED

POLICY NO. 23

**BOARD OF COUNTY ROAD COMMISSIONERS
OF THE COUNTY OF ST. CLAIR**

SUBJECT: Equal Employment Opportunity Policy


ADOPTED: March 16, 2000

Legal Citation: Title VI of the Civil Rights Act of 1964
Age Discrimination in Employment Act of 1967
Americans With Disabilities Act of 1991
Veterans Employment and Readjustment Act of 1972
Elliott-Larson Civil Rights Act
Persons with Disabilities Civil Rights Act

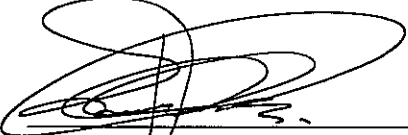
It is the St. Clair County Road Commission's policy to offer equal opportunity to all qualified employees and applicants for employment without regard to religion, race, color, national origin, age, sex, height, weight, marital status, veteran status, or handicap unrelated to the ability to perform the duties of a particular job. In the hiring, promotion, demotion, lay-off for lack of work, or dismissal of employees, and in the enjoyment of terms, conditions or privileges of employment, discrimination because of religion, race, color, national origin, age, sex, height, weight, marital status, veteran status, or handicap unrelated to the ability to perform the duties of a particular job shall not be tolerated. The Road Commission does not approve nor will it knowingly condone any action or behavior that would result in harassment or discrimination in any of these areas.

This policy is part of the Road Commission's commitment to comply with the requirements set forth in Title VI of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Americans With Disabilities Act of 1991, the Veterans Employment and Readjustment Act of 1972, the Michigan Elliott-Larson Civil Rights Act, and the Michigan Persons with Disabilities Civil Rights Act, all as amended. The Road Commission seeks to obtain individuals qualified for or trainable for a position by virtue of job-related education standards, training, experience, and personal qualifications.

The Road Commission will make reasonable accommodations for non-disqualifying handicapped/disabled individuals, if the non-disqualifying handicap/disability interferes with the abilities of the employee to perform the essential functions of his/her position. Any employee who becomes aware that he/she will need a reasonable accommodation to perform the essential functions of his/her position must submit a written request for that accommodation within 182 days after realizing that an accommodation is necessary. The request should be sent or delivered to the attention of the Managing Director.



William Blumerich, Chairman



Donald M. Maronde, Managing Director

Adopted: 02/12/80

Amended: 02/12/85

Amended: 04/17/90

collection of typod : 9/7/04