

TO AMEND SECTION 3.10.001 OF THE CODE: EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY; TO CREATE SECTION 3.10.002 OF THE CODE: EXCEPTIONS; TO AMEND SECTION 3.10.010 OF THE CODE: AFFIRMATIVE ACTION PROGRAM; TO REPEAL SECTION 3.10.020 OF THE CODE: AFFIRMATIVE ACTION OFFICER; TO AMEND SECTION 3.10.040 OF THE CODE: GRIEVANCES UNDER THIS CHAPTER

The County Board of Supervisors of the County of Eau Claire does ordain as follows:

SECTION 1. That Section 3.10.001 of the code be amended to read:

3.10.001 Equal employment opportunity and affirmative action policy. The county shall foster to the fullest extent practicable that equal employment opportunity be provided in the employment and advancement ~~of covered veterans and persons with disabilities~~ at all levels of employment, including the executive level. Eau Claire County does not and will not discriminate against any applicant or employee because of race, sex, religion, national origin, color, gender, sexual orientation, age, physical or mental disability, marital status, veteran status or other protected status ~~he or she is a covered veteran or because of a physical or mental disability~~ in regard to any position for which the applicant or employee is qualified. ~~In addition, Eau Claire County is committed to a policy of taking affirmative action to employ and advance in employment qualified covered veterans and individuals with disabilities. Such~~ It is the policy of Eau Claire County to provide equal employment opportunities and affirmative action in ~~affirmative action shall apply~~ to all employment practices, including, but not limited to hiring, ~~upgrading~~ promotion, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. Eau Claire County will make every effort to provide reasonable accommodations to any physical and mental limitations of individuals with disabilities and to disabled veterans. Our obligations in this area stem from not only adherence to various state and federal regulations, but also from our commitment as an employer in this community to provide equal job opportunities to ~~covered veterans and persons with disabilities.~~ Equal opportunity and affirmative action are the responsibility of Human Resources, all hiring managers, and all Eau Claire County employees with influence on employment practices.

SECTION 2. That Section 3.10.002 of the code be created to read:

3.10.002 Exceptions. It is not considered discrimination to make an employment decision based on an individual's protected status if the status interferes with the ability to adequately complete the duties of the position, unless the duties can be reasonably accommodated.

SECTION 3. That Section 3.10.010 of the code be amended to read:

3.10.010 Affirmative action program. Affirmative Action is a practice intended to ~~The program has been designed to bring women and men~~ all persons, members of minority groups, covered veterans, and persons with disabilities into all levels and segments of Eau Claire County's workforce in proportion to their representation in the qualified relevant labor market. Minority,

female, and transgender applicants will be considered for all positions for which they are qualified. The Human Resources Department works with departments in all employment practices to ensure discrimination or bias do not impact the outcome of any practice. The program is a detailed, results-oriented set of procedures which, when carried out, results in full compliance with equal employment opportunity requirements through the equal treatment of all people.

SECTION 4.

That 3.10.020 of the code be repealed.

SECTION 5.

That Section 3.10.040 of the code amended to read:

3.10.040 Grievances under this chapter. Any employee or applicant, feeling personally aggrieved by the action of any person obligated to administer the equal employment opportunity and affirmative action policy shall refer such matter directly to the ~~affirmative action officer~~ civil rights compliance officer, the director or the corporation counsel.

ENACTED: March 21, 2023

Sue McDonald
County Clerk