

TUSCARAWAS COUNTY COMMISSIONERS

Chris Abbuhl — Al Landis — Joe Sciarretti

**COMMISSIONERS JOURNAL 80
JANUARY 7TH, 2019**

RESOLUTION (13-2019) AFFIRMATIVE ACTION PLAN

It was moved by Commissioner Landis, seconded by Commissioner Abbuhl, to approve the following:

The Tuscarawas County Commissioners are committed to hire qualified applicants and treat employees in all aspects of their employment without regard to race, religion, color, sex, pregnancy, genetic information, age, national origin or ancestry, disability or military status or any other unlawful basis. In carrying out this responsibility:


1. We will recruit, hire, compensate, assign, classify, transfer, layoff, recall, test and promote for all job classifications without regard to race, religion, color, sex, pregnancy, genetic information, age, national origin or ancestry, disability or military status except where age or sex is a bona fide occupational qualification and we will recruit, hire and promote disabled veterans and Viet Nam Era veterans for all job classifications who qualify and/or are qualified for said positions.
2. We will base decisions on employment solely upon an individual's qualifications for the position available.
3. We will make promotional decisions based on the individual's qualifications as related to the position for which he or she is being considered.
4. We will insure that all other employment decisions and practices such as compensation, benefits, discipline, suspensions, demotions, terminations, hours, employment conditions and evaluations will be administered without regard to race, religion, color, sex, pregnancy, genetic information age, national origin or ancestry, disability or military status or any other unlawful basis.

The successful achievement of a nondiscriminatory employment program requires a maximum of cooperation between employer and employees. In fulfilling its part in this cooperative effort, employer is obligated to lead the way by establishing and implementing affirmative procedures, policies and practices which will insure our objective, namely, equitable employment opportunity for all.

Now, therefore, be it resolved, to appoint the Human Resource Manager, as Affirmative Action Coordinator.

VOTE: Joe Sciarretti, yes;
Chris Abbuhl, yes;
Al Landis, yes;

I hereby certify the above and foregoing to be a true and correct account of the proceedings as had by and before the Board on the day and year first written above.


Adam Stilgenbauer, Clerk of the Board