

**Subject: EQUAL OPPORTUNITY/AFFIRMATIVE ACTION**

**Date: March 28, 2018**

**Pages: 1 of 1**

**Replaces Policy Dated: October 1, 1997**

**PURPOSE:** To establish Pinal County’s position regarding Nondiscrimination and Affirmative Action in all matters pertaining to employment throughout the organization.

**SCOPE:** The policy applies to all county applicants, employees, and Elected Officials throughout every aspect of the employment relationship.

**STATEMENT OF POLICY:** Pinal County provides equal employment opportunity for all applicants and employees. The County does not unlawfully discriminate on the basis of race, color, religion, gender, national origin, marital status, age, physical or mental disability, medical condition, or veteran status.

The County endeavors to develop plans and programs designed to achieve, in all non-elected job groups and in all organizational units, a work force that is fully representative of the composition of the community and labor markets, throughout the employment process, including hiring, training, promotional and disciplinary practices that may arise.