

# **MetroParks of Butler County**

## **Personnel Policy Manual**

### **SECTION 1.3.1:**

#### **EQUAL EMPLOYMENT OPPORTUNITY**

- (a) All employees and applicants for employment will be recruited, hired, promoted, transferred, demoted, laid off, terminated, suspended, disciplined, evaluated, compensated, and offered other terms and conditions of employment based upon merit, fitness, skill, experience, education, performance, ability to perform, and such other job-related characteristics and qualifications as each individual might possess. MetroParks provides all services, activities, programs, and employment opportunities without discrimination on the basis of race, color, sex, religion, national origin, age (over 40), or disability, in accordance with the Civil Rights Act of 1964, the Age Discrimination in Employment Act, and the Americans with Disabilities Act, as well as similar Ohio laws. Upon request, MetroParks will consider and offer reasonable accommodation for any qualified individual with a disability needed to allow that individual to participate in services provided by the Park District including during employment and the application and screening process.
  
- (b) MetroParks is committed to a diverse work force reflecting the diversity of the community it serves. Accordingly, MetroParks is committed to attracting and retaining qualified employees from groups that have traditionally been under-represented or under-utilized in the work force, including women, racial and ethnic minorities, and persons with disabilities. MetroParks is committed to affirmative action to secure equal employment opportunity, including dissemination of job information and recruiting advertisements to organization, publications, and community centers serving women, racial and ethnic minorities, and persons with disabilities; participation in targeted job fairs; and consistent, public announcement of all available job opportunities.