



EQUAL EMPLOYMENT OPPORTUNITY POLICY

1.11

Effective Date: 07/18

Purpose: The Barren River District Health Department (BRDHD) provides equal employment opportunities (ex. recruitment, hiring, promotions/demotions, etc.) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws.

Failure to Comply: Employees who fail to comply with this policy will be subject to disciplinary actions. Agency failure to comply could result in non-compliance with federal, state and local laws.

Policy: BRDHD complies with applicable state and local laws governing nondiscrimination in employment in every location in which the agency has facilities. This policy applies to all terms and conditions of employment, including but not limited to, hiring placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation and training.

Any employee who believes they have suffered from discrimination in any personnel action in the workplace should report this concern to their supervisor and the human resources manager; the [Kentucky Commission on Human Rights](#) at the Heyburn Building, Suite 700, 332 W. Broadway, Louisville, KY 40202 or by phone at 1-800-292-5566; or the [EEOC](#) at 600 Martin Luther King Jr. Place, Suite 268, Louisville, KY 40202 or by phone at 1-502-582-6082.

AMERICANS WITH DISABILITIES STATEMENT

The BRDHD complies with the [American with Disabilities Act of 1990](#), as amended by the [Civil Rights Act of 1991](#), which prohibits discrimination on the basis of disability and protects qualified applicants and employees with disabilities from discrimination on the basis of and protects qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits and other aspects of employment. The BRDHD will provide reasonable accommodation to qualified individuals with a disability who, with an accommodation, can perform the essential functions of the job, unless the accommodation will impose an undue hardship for the agency.

Forms: None

References: [Administrative Reference for Local Health Departments, Personnel, July 2016](#); [U.S. Equal Employment Opportunity Commission, Louisville Branch](#); [Department of Labor; Americans with Disabilities-Civil Rights Division](#); [Civil Rights Act of 1991](#)

Contact Person: Human Resources Manager

Policy Origination, Revision, and Review Tracking

Policy Number	Origination Date	Description of Revision or Reviewer Name
1.11	01.05.2018	HR Manager-Policy Creation
1.11	9.25.20	HR Manager-review