

Description:

DIVERSITY POLICY

Policy Number: 62-21



WINNEBAGO COUNTY

Revision Date: 4/24/14

Issue Date: 4/24/14

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I. POLICY

The County values the differences among our employees. These individual differences enrich the workplace and improve our ability to attract employees.

II. SCOPE

This policy applies to every employee of Winnebago County, including elected officials if so adopted. Provided, however, that if there are provisions in a collective bargaining agreement that conflict with the provisions of this policy as applied to an employee subject to that agreement, the agreement shall control.

III. GENERAL PROVISIONS

Winnebago County is committed to fostering, cultivating and preserving a culture of diversity and inclusion. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but of our reputation and the County's achievements as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Winnebago County's diversity initiatives are applicable, but not limited to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs and recalls; terminations; all other employment-related decisions; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.

"It is our mission to provide high quality services and promote a safe community for all people in Winnebago County".

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- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of Winnebago County have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions (either on or off the work site), and at all other County-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the County's diversity policy and initiatives should seek assistance from a supervisor or a Human Resources representative.