

02. PERSONNEL

2.2. Equal Employment Opportunity

BOS Adopted – July 1, 2004

2.2.1. Policy. It is the policy of Fluvanna County to provide equal opportunity in employment and advancement, and to administer its employment policies without regard to race, color, religion, sex, age, national origin, political affiliation or handicap. This policy will prevail throughout every aspect of employment practices including, but not limited to the following:

A. Recruiting, hiring and promoting in all job classifications without regard to race, color, religion, sex, age, national origin, political affiliation or handicap, except where age or sex can be demonstrated as a bona fide occupational qualification.

B. All decisions for hiring or promotions shall be based solely upon each individual's qualifications for the position to be filled.

C. All other personnel actions such as compensation, benefits, transfers, layoffs, returns from layoffs, education, social and recreation programs, will be administered without regard to race, color, religion, sex, age, national origin, political affiliation or handicap.

D. Fluvanna County will maintain an affirmative action program which the administration of the County will make widely known, especially to minorities. The policy holds that equal employment opportunities are available on the basis of individual merit. The County Administrator will actively encourage all persons to seek employment and to strive for advancement on this basis.