Grant County Fire Protection District 3

POLICY AND PROCEDURE

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1. NUMBER: 5.3.03

2. SUBJECT: ***Equal Opportunity/ Nondiscrimination***

3. POLICY: It is the policy of Grant County Fire District 3 to enforce Nondiscrimination, Equal Opportunity and affirmative action requirements per Tile VI of the Civil Rights Act of 1964. This Policy and Procedure is established to define that process.

4. SCOPE: This Policy and Procedure is applicable to all personnel of the Fire District and contractors providing service to the Fire District.

5. RESPONSIBILITIES:

   A. The District Fire Chief is responsible for ensuring that this Policy and Procedure is adhered to.

   B. All personnel are responsible for complying with this Policy and Procedure.

   C. All contractors providing service to the District are responsible for complying with this Policy and Procedure.

6. PROCEDURE:

   . Title VI of the Civil Rights Act of 1964
   Under Title VI of the Civil Rights Act of 1964, no person shall, on the grounds of race, color or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination.

   B. Executive Order 11246
   As amended prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

   C. Rehabilitation Act of 1973, Section 504, as Amended
   Section 504 of the Rehabilitation Act of 1973, as amended, provides that no otherwise qualified individual shall, solely by reasons of his or her handicap, be excluded from participation in (including employment), denied program benefits of, or subjected to discrimination.

   D. Age: The age Discrimination in Employment Act of 1967, as amended protects applicants and employees 40 years of age or older from discrimination on the basis of age in hiring, promotion, discharge, compensation, terms, conditions or privileges of employment.

E. Sex (Wages): In addition to sex discrimination prohibition by Title VII of the Civil Rights Act of 1964, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to woman and men performing substantially equal work in the same establishment.

F. Public Law 101-336, Title II of the Americans with Disabilities Act of 1990 Subject to the provisions of this title, no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs or activities of Grant County Fire District 3, or be subjected to discrimination by Grant County Fire District 3 or its contractors.

G. Housing and Community Development Act of 1974, Section 109, as Amended Section 109 of the Housing and Urban Development Act of 1974, as amended, provides that no person shall be excluded from participation in (including employment), denied program benefits of, or subjected to discrimination on the basis of race, color, religion, national origin, sex, age or handicap.

H. Vietnam Era, Special Disabled, Recently Separated, and Other Protected Veterans 38 U.S.C 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended, prohibits job discrimination and requires affirmative action to employ and advance in employment qualified Vietnam era veterans, qualified special disabled veterans, and other protected veterans.

Retaliation against a person who files a charge of discrimination, participates in an investigation, or opposes an unlawful employment practice is prohibited by all of these federal laws.

If you believe that you have been discriminated against under any of the above laws, you should contact immediately:

The U.S. Equal Employment Opportunity Commission (EEOC),
1801 L Street, N.W. Washington, D.C. 20507 or an EEOC field
office by calling toll free (800) 669-4000. For individuals with
hearing impairments, EEOC toll free TDD number (800) 669-6820

Any person who believes Grant County Fire District 3 or a contractor working for Grant County Fire District 3 has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

Grant County Fire District 3
P.O. Box 565
Quincy, WA 98848
(509) 787-2713

The office of Federal Contracts
Compliance Program (OFCCP)
Employment Standards Administration,
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210
or call (202) 693-0101, or an OFCCP
regional or district office listed in
most telephone directories under U.S.
Government Department of Labor