

Chapter 3

GENERAL EMPLOYEE MATTERS

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Article 1

EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION

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§ 6300. Statement of Equal Employment Opportunity Policy.

The policy of the District is one of equal employment opportunity for any employee or applicant for employment. The District will not unlawfully discriminate when taking any employment action or making employment decisions, including basing decisions on race, sex (gender or pregnancy), creed, national origin, color, disability (physical or mental), protected veteran status, religion, age, medical condition, genetic information, marital status, ancestry, sexual orientation, or other characteristic protected by law.

Res. 7606 - September 17, 1974; Section 351.1 amended by M.I. 34148 - March 9, 1982; amended by M.I. 35592 - April 9, 1985. Section 351.1 repealed and Section 6300 adopted by M.I. 36464 - January 13, 1987, effective April 1, 1987; amended by M.I. 40171 - April 13, 1993; amended by M.I. 48202 - March 9, 2010.

§ 6301. Good Faith Efforts Required.

The Board recognizes that the mere prohibition of unlawful discriminatory practices will not assure equal opportunity in employment and therefore directs that good faith efforts be undertaken to assure that equal treatment is accorded all applicants and employees in all matters affecting employment, including but not limited to, recruitment, selection, transfer, promotion, discipline, demotion, discharge, training, and benefits.

Res. 7606 - September 17, 1974; Section 351.2 amended by M.I. 34148 - March 9, 1982. Section 351.2 repealed and Section 6301 adopted by M.I. 36464 - January 13, 1987, effective April 1, 1987.

§ 6302. General Manager's Responsibility to Implement Affirmative Action Program.

The General Manager shall establish, direct, and monitor a detailed program implementing the affirmative action laws that are applicable to the District, and shall take appropriate steps to cause all personnel within this organization to abide by and affirmatively support said program.

Res. 7606 - September 17, 1974. Section 351.3 repealed and Section 6302 adopted by M.I. 36464 - January 13, 1987, effective April 1, 1987; amended by M.I. 48202 - March 9, 2010.

§ 6303. Objectives of Affirmative Action Program.

The detailed affirmative action program to be developed by the General Manager shall provide, through an affirmative action plan, for attainment and maintenance, within a reasonable time frame to be established by the program, of the following minimum objectives:

(a) To ensure equal employment opportunity to individuals covered by affirmative action laws applicable to the District.

(b) To eliminate non-job-related barriers in the terms, conditions, and privileges of employment and to ensure equal consideration of all qualified applicants and employees without regard to characteristics protected by affirmative action laws applicable to the District, except as permitted by law.

(c) To analyze employment data to ensure compliance with any equal employment opportunity and affirmative action requirements imposed by law.

(d) To disseminate information on equal employment opportunity and affirmative action to all District personnel.

(e) To review District personnel practices, including but not limited to recruitment, selection, classification, training, promotion, and career development to ensure equal access is provided to qualified applicants and employees covered by affirmative action laws applicable to the District, without unlawful discrimination.

(f) To promptly resolve questions or complaints arising from this program.

Res. 7606 - September 17, 1974; Section 351.4 amended by M.I. 34148 - March 9, 1982. Section 351.4 repealed and Section 6303 adopted by M.I. 36464 - January 13, 1987, effective April 1, 1987; paragraphs (a) and (b) amended, paragraphs (c) deleted, former paragraphs (d) – (g) renumbered to paragraphs (c) – (f) by M.I. 48202 – March 9, 2010 .

§ 6304. General Manager's Report on Equal Employment Opportunity Policy and Affirmative Action Program.

Annually, the General Manager shall report to the Organization and Personnel Committee on the status of the equal employment opportunity policy and affirmative action program.

Res. 7606 - September 17, 1974; Section 351.5 amended by M.I. 34148 - March 9, 1982. Section 351.5 repealed and Section 6304 adopted by M.I. 36464 - January 13, 1987, effective April 1, 1987; amended by M. I. 44582 – August 20, 2001; amended by M. I. 46064 – January 11, 2005; amended by M.I. 46983 – February 13, 2007; amended by M.I. 48081 – November 10, 2009, Section title and paragraph amended by M.I. 48202 – March 9, 2010.

§ 6305. Definitions.

Terms, whenever used in this Article, shall have the meaning provided for in applicable law. In conformance with applicable law, the following terms shall have the meanings indicated herein:

(a) Protected veteran - a disabled veteran, a special disabled veteran, a Vietnam era veteran, a recently separated veteran, an armed forces service medal veteran, or any other protected veteran as defined by law.

(b) Age - 40 and above.

(c) Medical condition - Any health impairment related to or associated with a diagnosis of cancer or a record or history of cancer, or genetic characteristics.

Section 351.6 - M.I. 34148 - March 9, 1982. Section 351.6 repealed and Section 6305 adopted by M.I. 36464 - January 13, 1987, effective April 1, 1987; amended by M.I. 40171 - April 13, 1993; first paragraph amended, paragraphs (a) and (b) added, second paragraph numbered as (c) by M.I. 48202 – March 9, 2010.