

**BEFORE THE BOARD OF SUPERVISORS OF THE  
COUNTY OF SUTTER, STATE OF CALIFORNIA**

A RESOLUTION OF THE SUTTER COUNTY )  
BOARD OF SUPERVISORS ADOPTING AN EQUAL ) RESOLUTION NO. 22-056  
EMPLOYMENT OPPORTUNITY/NON-DISCRIMINATION )  
ON-THE-BASIS-OF-DISABILITY POLICY STATEMENT )  
AND IMPLEMENTATION RESPONSIBILITY STATEMENT )

*WHEREAS*, the County of Sutter has implemented an equal employment opportunity program by enacting Resolution No. 17-020; and

*WHEREAS*, the County of Sutter desires to update its equal employment opportunity policy statement to be consistent with the employment provisions of the Americans with Disabilities Act of 1990, and current law and personnel practices.

*NOW, THEREFORE, BE IT RESOLVED*, the Sutter County Board of Supervisors:

1. That the Sutter County equal employment opportunity/non-discrimination policy statement and implementation responsibility statement, attached hereto as Exhibit A and incorporated by reference, is adopted.
2. This resolution replaces Resolution No. 17-020.

*PASSED AND ADOPTED* by the Board of Supervisors of the County of Sutter, State of California, on this 9<sup>th</sup> day of August 2022 by the following vote:

AYES: Supervisors Micheli, Flores, Ziegenmeyer, Bains, and Conant

NOES: None

ABSENT: None

  
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MIKE ZIEGENMEYER, CHAIR  
BOARD OF SUPERVISORS

ATTEST:  
DONNA M. JOHNSTON, CLERK

By   
Deputy



APPENDIX A: EEO POLICY

SUTTER COUNTY'S EQUAL EMPLOYMENT OPPORTUNITY/NON-DISCRIMINATION  
ON THE BASIS OF DISABILITY POLICY STATEMENT

Equal Employment Opportunity/Non-Discrimination on the Basis of Disability Policy Statement

Sutter County is an equal employment opportunity (EEO) employer and is committed to an active non-discrimination program. It is the stated policy of Sutter County that all employees, and applicants, shall receive equal consideration and treatment. All recruitment, hiring, placements, transfers, and promotions will be on the basis of qualifications of the individual for the positions being filled regardless of race, color, religious creed, sex, marital status, age, national origin, medical condition (cancer or genetic characteristics/information), mental or physical disability (including AIDS or HIV), ancestry, sexual orientation, gender identity, gender expression, military and veteran status, pregnancy, childbirth and related medical conditions, or any other classification protected by federal, state or local laws or ordinance. All other personnel actions such as compensation, benefits (including Family and Medical Care Leave and Pregnancy Disability Leave), layoffs, returns from layoffs, terminations, training, and social and recreational programs are also administered regardless of race, color, religious creed, sex, marital status, age, national origin, medical condition (cancer or genetic characteristics/information), mental or physical disability (including AIDS or HIV), ancestry, sexual orientation, gender identity, gender expression, military and veteran status, pregnancy, childbirth and related medical conditions, or any other classification protected by federal, state or local laws or ordinance.

The object of Sutter County's Equal Employment Opportunity Program is to, wherever possible, actively recruit and include for consideration for employment qualified applicants including members of minority groups, females, and persons with disabilities. All decisions on employment and promotions must be made solely on an individual's qualifications (merit) and bona fide occupational qualifications for the job in question, and the reasonableness of any necessary job accommodations.

The County of Sutter will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or an employee unless undue hardship would result. Any applicant or employee who requires an accommodation in order to perform the essential functions of the job should contact the Human Resources Department and request such an accommodation. The individual with the disability should specify what accommodation(s) he or she needs to perform the job. The County of Sutter will then conduct an investigation to identify the barriers that make it difficult for the applicant or employee to have an equal opportunity to perform the job. The County of Sutter will identify the possible accommodations, if any, that will help eliminate the barrier. If the accommodation(s) is reasonable and will not impose an undue hardship, the County of Sutter will make the accommodation(s).