

Equal Employment Opportunity

Policy Number: 335

Cottonwood County strives to provide full and equal opportunities for every person in all areas related to employment, training, promotion, and compensation within Cottonwood County government. No individual shall be discriminated against with respect to compensation, terms, conditions or other privileges of employment because of race, color, creed, religion, sex, age, national origin, sexual orientation, marital status, veteran status, source of income, or physical disability, or any other basis prohibited by law.

Employees who participate in discrimination of any kind are subject to discipline up to and including termination.

In the event that any applicant or employee feels that he or she has been discriminated against on the basis of the individual's status as a protected class member under state or federal law (race, color, gender, disability, religion, creed, marital status, status with respect to public assistance, sexual orientation, national origin or age), the individual shall notify the County's Human Rights Officer (County Coordinator), specifying the basis of their belief and all facts surrounding the alleged discriminatory action. In the event that the Human Rights Officer is unavailable or involved in the alleged discrimination, the complaint shall be made with one of the County's Alternative Human Rights Officers (County Attorney and Sheriff). The Human Rights Officer or Alternative Human Rights Officer shall initiate an investigation into the allegation of discrimination, in the same manner as set forth in Cottonwood County's Offensive Conduct, Harassment and Violence Policy. Appropriate action shall be taken to correct any unlawful discrimination, which may have occurred.