

Equal Employment Opportunity

Roseau County expects that all employees will interact and treat each other with dignity and respect. Thus, any conduct that is contrary to this policy is not acceptable and is subject to corrective action.

Roseau County is an equal opportunity employer. It is the policy of the County to provide equal employment opportunity to all employees and applicants in accordance with all local, State and Federal equal opportunity laws and regulations. It is the County's policy to comply with these laws not only because compliance is required, but also because the County has an organizational desire to do so.

It is the policy of Roseau County to hire, train, and promote all persons in every job classification without regard to race, color, religion, sex, age, genetic information, familial status, physical or mental disability, creed, sexual orientation, status with regard to public assistance, marital status, national origin, veteran status, membership or activity in a local commission or any other characteristic protected by local, State or Federal law. The County policy of non-discrimination shall apply to every aspect of the employment process including, but not limited to: recruitment, selection, placement, promotion, transfer, layoff, recall, training, working conditions, benefits, compensation, and privilege of employment.

No individual will be denied or receive special employment opportunities based on membership status in any protected category. Every employee of the County is expected to support this equal opportunity and non-discrimination commitment by conducting him/herself in a manner that is consistent with the intent and spirit of this policy.

Roseau County's commitment to equal employment opportunity includes individuals with disabilities. In support of this, the County will make reasonable accommodations so that individuals with disabilities can participate in the application process, perform the essential functions of a particular position for which they are qualified, and to participate in all employment related activities. An employee who has a disability that may require accommodation related to the performance of their current position, or a position for which they wish to apply, should discuss their needs with their Supervisor.

Any individual who believes that they have experienced or observed behavior contrary to this policy is expected to report that information to their Supervisor, Department Head, County Coordinator or the County Board. All such reports of action contrary to this policy will be taken seriously and investigated promptly. Individuals found to have violated Roseau County's equal employment opportunity policy will be subject to discipline up to and including termination of employment. No individual shall be retaliated against for making a good faith report of behavior contrary to this policy.

The County Coordinator is the Board-appointed Equal Employment Opportunity Officer for Roseau County. This Officer is charged with the responsibility for implementation of policy, outlining objectives, initiating the reporting results, and the administration of all programs of action. The Officer's name, title, addresses and phone number will be posted in all County offices.