



POLICY:

Public Health - Dayton & Montgomery County (PHDMC) is an equal opportunity employer and does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, national origin, disability, military status, veteran status, genetic testing, or other unlawful bias except when such a factor constitutes a bona fide occupational qualification ("BFOQ").

SCOPE:

All PHDMC employees

PROCEDURES:

Unlawful discrimination or harassment is behavior directed toward an employee because of membership in a protected class. Unlawful discrimination and harassment is inappropriate, illegal and will not be tolerated. All forms of unlawful discrimination and harassment are governed by our *Unlawful Discrimination and Harassment* Policy Section No. 520, and must be reported and addressed in accordance with this policy.

All personnel decisions and practices including, but not limited to, hiring, suspensions, terminations, layoffs, demotions, promotions, transfers, and evaluations, shall be made without regard to the above listed categories. PHDMC intends for all its policies to comply with federal and state equal employment opportunity principles and other related laws.

RELATED POLICIES AND RESOURCES: Sec. 520 Unlawful Discrimination and Harassment.