

# Utah County Human Resource Management Policy 4-100: Non-Discrimination

## Purpose

The purpose of this policy is to set forth Utah County's policy regarding equal employment opportunity and illegal discrimination.

## I. Policy

It is the policy of Utah County to provide equal employment opportunity by ensuring that all employment actions, and terms and conditions of employment, be based on the ability to perform the duties and responsibilities of a particular position without regard to age, race, color, national origin, religion, sex, pregnancy, childbirth, pregnancy-related conditions, disability, genetic information, sexual orientation, gender identity, or any other factor protected by law.

## II. Procedures

- A. Discrimination, as used in this policy, is a violation of any applicable State or Federal law governing employment discrimination.
- B. Utah County is committed to maintaining a work environment that is free of discrimination and harassment based on a person's age, race, color, national origin, religion, sex, pregnancy, childbirth, pregnancy-related conditions, disability, genetic information, sexual orientation, gender identity, or any other factor protected by law, consistent with applicable laws. All Utah County employees should respect the characteristics, rights, opinions, and beliefs of others.
- C. Discrimination against or harassment of any person because of any factor protected by law is strictly prohibited, whether directed at an employee, vendor, or customer. Any such harassment is prohibited by this policy whether or, not, it also violates the equal employment opportunity laws.
- D. This policy applies to all employees and officials of Utah County.
- E. Examples of conduct prohibited by this policy include but are not limited to:
  1. Unfair treatment because of your age, race, color, national origin, religion, sex, pregnancy, childbirth, pregnancy-related conditions, disability, genetic information, sexual orientation, gender identity, or any other factor protected by law.
  2. Harassment by managers, co-workers, or others in your workplace, because of your race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, disability, age (age 40 or older), or genetic information.
  3. Denial of a reasonable workplace change that you need because of your religious beliefs or disability.

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4. Improper questions about or disclosure of your genetic information or medical information.
5. Retaliation because you complained about job discrimination or assisted with a job discrimination proceeding, such as an investigation or lawsuit.