



EFFINGHAM COUNTY BOARD OF COMMISSIONERS

Human Resources Standards of Practice

Standards of Practice: Section 2.26	Issue Date: April 20, 2021 New <u> X </u> Revised <u> </u> Supersedes Policy Dated:
Title: Diversity, Equity and Inclusion Policy	Approved By Effingham County Board of Commissioners

2.26 – DIVERSITY, EQUITY AND INCLUSION POLICY

A. PURPOSE

The Effingham County Board of Commissioners is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Our employees are the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capability and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and achievement as well.

B. STANDARD

We embrace and encourage our employee's differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

The Effingham County Board of Commissioners' diversity initiatives are applicable but not limited to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs, layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

1. Respectful communication and cooperation between all employees.
2. Teamwork and employee participation, permitting the representation of all groups and employee perspectives.



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3 Work/life balance through work schedules to accommodate employee's varying needs.

4 Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

C. GUIDELINES

All employees of the Effingham County Board of Commissioners have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other County sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action, up to and including termination.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the County's diversity policy and initiatives should seek assistance from their supervisor/department head or Human Resources.