

**SECTION 2**  
**EQUAL EMPLOYMENT OPPORTUNITY AND NONDISCRIMINATION**

- A. CIVIL RIGHTS ACT, TITLE VII:** Tooele County is an equal opportunity employer. It is the county's policy to comply with Title VII of the Civil Rights Act of 1964, according to 42 U.S.C. §2000e et seq. The county shall not fail or refuse to hire or to discharge any individual with respect to his compensation, terms, conditions, or privileges of employment because of such individual's race, color, religion, sex or national origin; or limit, segregate, or classify its employees or applicants for employment in any way which would deprive or tend to deprive any individual of employment opportunities or otherwise adversely affect his status as an employee because of his race, color, religion, sex or national origin.
- B. CIVIL RIGHTS ACT, TITLES VI AND VIII:** Tooele County will comply with Titles VI and VIII of the Civil Rights Act of 1964, which provide that no person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity for which Tooele County has received any federal financial assistance.
- C. EQUAL PAY:** Personnel will be compensated on the basis of equal pay for equal work. No individual will receive reduced compensation for equal work on the basis of race, color, religion, sex, national origin or disability.
- D. AMERICANS WITH DISABILITIES ACT:**
1. Tooele County will comply with the Americans with Disabilities Act of 1990, (ADA) 42 U.S.C. §12101 et seq., which provides that no person with a disability shall be discriminated against in the admission or access to, or treatment or employment in its programs or activities.
  2. The director of personnel management is designated as the ADA Coordinator. The ADA Coordinator shall coordinate compliance with the nondiscrimination requirements contained in Section 35.107 of the Department of Justice Regulations. Information concerning the ADA and the rights provided thereunder shall be available from the ADA Coordinator.
  3. All recruitment materials or publications published by Tooele County shall contain the following statement: "Tooele County does not discriminate on the basis of race, color, national origin, sex, religion, age or disability in employment or the provision of services."
  4. This internal grievance procedure is designed to provide prompt and equitable resolution for complaints alleging any action prohibited by the U.S. Department of Justice Regulations implementing Title II of the ADA. Title II provides in part, "No otherwise qualified disabled individual shall, solely by reason of such disability, be excluded from the participation in, denied the benefits of or be subject to discrimination" in programs or activities sponsored by a public entity. All complaints should be addressed to: ADA Coordinator, 47 South Main, Tooele County, Tooele, Utah 84074.

- a. Each complaint shall be filed in writing, contain the name and address of the person filing it, and briefly describe the alleged violation of the regulations.
- b. A complaint should be filed within 30 days after the complainant becomes aware of the alleged violation. Processing of allegations of discrimination which occurred before this grievance procedure was in place will be considered on a case-by-case basis.
- c. An investigation, as may be appropriate, shall follow the filing of a complaint. The investigation shall be conducted by the ADA Coordinator. This procedure contemplates informal but thorough investigations, affording all interested persons and their representatives, if any, an opportunity to submit evidence relevant to a complaint. Under the Department of Justice Regulations, Tooele County need not process complaints from applicants for employment.
- d. A written determination as to the validity of the complaint and a description of the resolution, if any, shall be issued by the ADA Coordinator, and a copy forwarded to the complainant no later than 45 days after its filing.
- e. The ADA coordinator shall maintain the files and records of Tooele County relating to all complaints filed.
- f. The complainant can request a reconsideration of the case in instances where he or she is dissatisfied with the resolution. The request for reconsideration should be made within 30 days to the board of county commissioners who shall reconsider the complaint.
- g. The right of a person to a prompt and equitable resolution of the complaint filed hereunder shall not be impaired by the person's pursuit of other remedies such as the filing of an ADA complaint with the responsible federal department or agency. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies.
- h. These procedures shall be construed to protect the substantive rights of interested persons to meet appropriate due process standards, and to assure that Tooele County complies with the ADA and implementing regulations.

**E. FAIR TREATMENT:** Tooele County will provide fair treatment of applicants and employees in all aspects of personnel administration without regard to political or religious opinions or affiliations, or age, but with proper regard for their privacy as citizens and constitutional rights. No classification or job will be closed to any individual because of these criteria.