


Policy/Guideline No.	Effective Date	Chapter	Chief's Authorizing Signature
2.102	01/17/2014 Rev. 05/03/2023	Personnel	

## NONDISCRIMINATION POLICY

### POLICY

The Department shall comply with all federal civil rights laws. The Department shall provide equal membership and employment opportunities and access to all Department programs and services to all persons without discrimination on the basis of race, color, national origin (including language), mental and/or physical disability (unless such disability effectively prevents the performance of the essential duties required of the position and which are bona fide occupational qualifications that cannot be accommodated without undue hardship to the Department), sex, age and/or religion in accordance with:

- *Title VI of the Civil Rights Act of 1964*, which prohibits discrimination based on **race, color, or national origin** (including language).
- *Section 504 of the Rehabilitation Act of 1973*, which prohibits discrimination based on **disability**.
- *Title IX of the Education Amendments Act of 1972*, which prohibits discrimination based on **sex** in education programs or activities.
- *Age Discrimination Act of 1975*, which prohibits discrimination based on **age**.
- *U.S. Department of Homeland Security regulation 6 C.F.R. Part 19*, which prohibits discrimination based on **religion** in social service programs.

Department Personnel shall not retaliate against anyone who takes action to oppose discrimination, files a grievance, or participates in the investigation of a grievance in accordance with applicable state and/or federal laws and/or regulations.

All Department Personnel are responsible for creating and maintaining an environment free of discrimination, harassment and other inappropriate behavior.

The Department shall consider all requests for accommodation(s). In the event any person requires reasonable accommodation(s), he or she may request accommodation(s) by following the procedure contained in the attached **Reasonable Accommodation Process**.

In the event any person believes that he/she has been subjected to discrimination, including harassment, based upon any above-stated status, he/she should follow the procedures contained in the attached **Discrimination Complaint Process**.