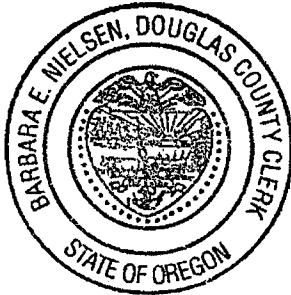




001-003-420

DOUGLAS COUNTY CLERK

COUNTY COURT JOURNAL



CERTIFICATE PAGE

DO NOT REMOVE THIS PAGE FROM ORIGINAL DOCUMENT

FILE DATE: 10/14/2005

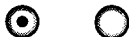
SUBJECT: ADMINISTRATIVE MATTERS

PARTY:

EQUAL OPPORTUNITY EMPLOYER

REMARK:

Pages 3 Single/Double



OCT 14 2005

BARBARA E. NIELSEN, COUNTY CLERK

BEFORE THE BOARD OF COMMISSIONERS FOR DOUGLAS COUNTY

IN THE MATTER OF EQUAL )  
EMPLOYMENT OPPORTUNITY ) RESOLUTION  
)

The Board of Commissioners of Douglas County hereby resolves as follows:

Applicants to and employees of Douglas County are protected under Federal law from discrimination on the following bases:

**RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN**

Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, national origin, or sex (including pregnancy). Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

**DISABILITY**

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, classification, referral, and other aspects of employment on the basis of disability. The law also requires that covered entities provide qualified applicants and employees with disabilities with reasonable accommodations, unless such accommodations would impose and undue hardship on the employer.

**AGE**

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination on the basis of age in hiring, promotion, discharge, compensation, terms, conditions or privileges of employment.

**SEX (WAGES)**

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort and responsibility under similar working conditions, in the same establishment.

**RETALIATION**

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in an investigation, or opposes an unlawful employment practice.

**WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED**

There are strict time frames in which you must file charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected. If you believe that you have been discriminated against under any of the above laws, you should immediately contact:

The U.S. Equal Employment Opportunity Commission (EEOC), 1801 L. Street, N.W., Washington, D.C. 20507 or an EEOC field office by calling toll free (800) 669-4000. For individuals with hearing impairments, EEOC's toll free TTY number is (800) 669-6820, or access EEOC's website at [www.eeoc.gov](http://www.eeoc.gov).

Dated this 12<sup>th</sup> day of October 2005.

**BOARD OF COMMISSIONERS  
OF DOUGLAS COUNTY**

By *Doug Robertson*  
Chair

By *Don Kraft*  
Commissioner

By *Maury Kettel*  
Commissioner

REVIEWED AT TO FORM:  
By *[Signature]*

Douglas County Counsel  
Date 10/10/2005

**APPROVED:**

By *Rosemarie Z. Less*  
Human Resources Director

Date 10/7/2005

**END OF DOCUMENT**