

HABERSHAM COUNTY BOARD OF COMMISSIONERS
EXECUTIVE SUMMARY

SUBJECT: APPROVAL OF EEOP (Equal Employment Opportunity Plan)

DATE: 07/15/2024

RECOMMENDATION
 POLICY DISCUSSION
 STATUS REPORT
 OTHER

BUDGET INFORMATION:
ANNUAL-
CAPITAL-

COMMISSION ACTION REQUESTED ON: 07/15/2024

PURPOSE: To approve a newly drafted EEOP plan. The County's last approved EEOP plan was in May, 2018 and it is staff's desire to have a current and applicable EEOP plan.

BACKGROUND / HISTORY: An EEOP is a required workforce report that is provided to the US Department of Justice, Justice Programs, Office of Civil Rights when an employer receives federal funding. This report is extremely comprehensive and describes in detail the fund recipient's efforts to ensure equal employment opportunities to men and women regardless of sex, race, or national origin. As a recipient of Department of Justice funding, the County is required to have an EEOP and to develop an EEO Utilization Report to support the analysis of the labor market.

FACTS AND ISSUES:

- 1.The County does not have a current EEOP.
 - 2.It is the policy of Habersham County to hire, train, promote, compensate, and administer all employment practices without regard to race, color, sex, sexual orientation, age, veteran status, marital status, religion, medical condition, national origin, disability unrelated to the ability to perform essential functions.
 - 3.The District Attorney's office is requesting federal funding that requires a current EEOP. Human Resources has completed a laborious process to draft a current EEOP so they can apply for their grant.
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OPTIONS:

- 1) Approve recommendation
 - 2) Deny recommendation
 - 3) Commission defined alternative
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RECOMMENDED SAMPLE MOTION: I make a motion to approve the 2024 EEOP needed to apply for grants requiring federal funding.

DEPARTMENT: Human Resources

Prepared by: Ann Cain

Director: Ann Cain

**ADMINISTRATIVE
COMMENTS:** _____

_____ **DATE:** _____

County Manager
