

HIDALGO COUNTY, TEXAS
ADMINISTRATIVE POLICY MANUAL

Procedure: EEO.P.1
Page: 1 of 2
Date Authorized:
Supersedes: 12/01/2009
02/25/1997

EQUAL EMPLOYMENT OPPORTUNITY (EEO) PLAN

A. EEO STATEMENT

The County of Hidalgo ("County") is committed to providing equal employment opportunities to all job applicants and employees. Accordingly, the County considers applicants and employees with respect to employment practices on individual merit and qualifications, without regard to race, color, religion, national origin, sex (including pregnancy and related conditions, sexual orientation, or gender identity), age (40 and older), disability, genetic information (including employer requests for, or purchase, use or disclosure or genetic tests, genetic services, or family medical history), or any other legally protected classes.

The preceding EEO Plan ("Plan"), however, is not to be construed to prohibit the County from establishing "bona-fide occupational qualifications" that are required to perform a job, in compliance with any applicable Federal and/or State statutes or applicable County policy.

Hidalgo County employees shall not discriminate against or harass anyone on the bases indicated above, or otherwise participate in any function that violates, either directly or indirectly, the civil rights of other employees or any member of the general public. Nor shall any County employee retaliate against persons for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding.

B. PURPOSE

In addition to the statements provided in this Plan, the purpose of this Plan is to identify the County's commitment and delineate certain practices that will confirm that commitment and to comply with requirements such as Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title 28 C.F.R. subpart E, § 42.301 et. seq. (for law enforcement grants) and Title 41 C.F.R. § 60-2.24 (for HUD grant recipients). This Plan supersedes any previous Equal Employment Opportunity (EEO) Plans. This Plan applies to every employee of the County.

C. PROHIBITIONS

As provided above, County employees must not discriminate in employment practices against any person based on legally protected categories. "employment practices" as used in this Plan means all terms and conditions of employment, including, but not limited to: discharge, firing, or lay-off; harassment (including unwelcome verbal or physical conduct); hiring or promotion; assignment; pay (unequal wages or compensation); failure to provide reasonable accommodation for disability or a sincerely held religious observance or practice; benefits; job training; classification; referral; obtaining or disclosing genetic information of employees; requesting or disclosing medical information of employees; conduct that might reasonably discourage someone from opposing discrimination, filing a charge, or participating in an investigation or proceeding. Additionally, discrimination on these bases in programs and activities receiving Federal financial assistance is also prohibited.

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Procedure:	EEO.1
Page:	2 of 2
Date Authorized:	
Supersedes:	12/01/2009 02/25/1997

Retaliation against persons for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation, or proceeding is also prohibited.

Any intentional or unintentional conduct of discrimination or retaliation as described may result in disciplinary action up to and including termination.

D. IMPLEMENTATION, EVALUATION AND ENFORCEMENT OF THE HIDALGO COUNTY EQUAL EMPLOYMENT OPPORTUNITY PLAN

Implementation, evaluation and enforcement of the Hidalgo County Equal Employment Opportunity Plan shall be conducted by the Hidalgo County Human Resources Department with oversight by the Hidalgo County Executive Officer.

F. COMPLAINTS

1. Hidalgo County employees may file a complaint in accordance with the Hidalgo County Civil Service Commission Rules or Personnel Policy and Procedures currently in effect.
2. Any person who believes they have been adversely affected by an act or practice prohibited by this Plan may file any action available to the individual under federal or state law.