

## TRUMBULL COUNTY BOARD OF DEVELOPMENTAL DISABILITIES

Policy

Section 3.0

### NON-DISCRIMINATION IN SERVICES AND EQUAL EMPLOYMENT OPPORTUNITY

The Trumbull County Board of Developmental Disabilities or any agency, corporation, or association under contract with the Board shall not discriminate in the provision of services, recruitment and retention of personnel and personnel issues under its authority or contract on the basis of race, color, gender (including identity expression), creed, culture, sexual orientation, spiritual beliefs, disability, age, national or ethnic origin, language, socioeconomic, marital, or veteran status, the inability to pay, or any other characteristic protected by law.

The Trumbull County Board values differences and recognizes similarities among, persons served, employees, customers, and vendors. It is the responsibility of all Trumbull County Board employees to generate and maintain work environments in which children, adults, and families served, along with customers, vendors, and other employees are respected, valued, and welcomed. The Trumbull County Board of Developmental Disabilities encourages recruitment of adults receiving services for employment. All employees and applicants for employment will be recruited, hired, promoted, transferred, demoted, laid off, terminated, suspended, evaluated, and otherwise dealt with in a fair and equitable manner based upon merit, fitness and such qualification as each individual might possess.

Leadership of the Trumbull County Board of Developmental Disabilities will develop a cultural competency and diversity plan to address the diversity of its stakeholders. The plan will also develop the knowledge, skills, and behaviors that will enable employees more to work more effectively by gaining an understanding, appreciation, and respect for the differences and similarities in beliefs, practices, and values of all stakeholders. The purpose of the plan is to foster inclusion, tolerance, and respect for diversity in all forms.

Adopted 06/24/85  
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10/27/97  
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**Reference:** ORC §5126.07