

Non-Discrimination/ Harassment Policy

On January 26, 1999, the County of San Bernardino Board of Supervisors unanimously approved Policy 06-1.

The Policy promulgates fair and equal access to public services and fair and equal employment opportunity to all persons in recruitment, employment, employee development, advancement, compensation and benefits without regard to physical or mental disability, race, sex, color, religion, national origin, ancestry, age, marital status, medical condition, or sexual orientation.

It is also the policy of the County of San Bernardino to provide a work environment free from unwelcome sexual overtures, advances or coercion. Employees are expected to adhere to a standard of conduct that is respectful to all persons within the workplace. The County will not tolerate any form of sexual harassment, nor will it tolerate any act of retaliation against any person filing a complaint of sexual harassment. This Policy applies to regular status, probationary or contract employees; applicants for County employment; and vendors' actions towards County employees.

Equal Opportunity Commission
157 West Fifth Street, 1st Floor
San Bernardino, CA 92415-0440
(909) 387-5584

Commissioners

First District

Jiles Smith
Evelyn Glasper

Second District

Dobbin Lo
Ron Stark

Third District

Reyes Quezada
(vacant)

Fourth District

David T. Sakurai
Dr. James Lee Willingham

Fifth District

Luis Blanco
(vacant)

Commission of the Status of Women

Roberta Shouse

Board of Supervisors

Brad Mitzelfelt, 1st District

Paul Biane, 2nd District

Neil Derry, 3rd District

Gary Ovitt, 4th District

Josie Gonzales, 5th District

***COUNTY OF
SAN BERNARDINO***

EOC

Equal Opportunity Commission



Equal Opportunity Commission

Established to monitor and review the County's equal employment opportunity program and advise the Board of Supervisors of progress in this area.

What is Equal Opportunity?

Promulgates fair and equal access to public services and fair and equal employment opportunity to all persons in recruitment, employment, employee development, advancement, benefits, and compensation without regard to physical or mental disability, race, sex, color, religion, national origin, age, marital status, medical condition, or sexual orientation.

Mission

The Board of Supervisors of the County of San Bernardino has established the Commission to monitor and review the County's equal employment opportunity program; to ensure that it is administered in accordance with the policies established by the Board of Supervisors; to advise the Board of Supervisors on any changes necessary in the equal employment program; and to advise the County Administrative Officer on the progress of the County's achievements in equal employment opportunity.

Legal Authority

The Equal Opportunity Commission was authorized by the Board of Supervisors of the County of San Bernardino by Ordinance No. 2825, dated January 9, 1984.

The laws of the County of San Bernardino, Commission Bylaws and, Roberts' Rules of Order (latest edition), govern the Commission.

Regular meetings are held monthly on the first Thursday of each month.

Duties

- *Review the County's Equal Employment Opportunity Plan and recommend changes and/or additions where appropriate.*
- *Act as a liaison between the Board of Supervisors, County Administrative Officer, Human Resources, and the community on the progress of the County's equal employment opportunity program.*
- *Analyze departmental equal employment opportunity programs and report, as appropriate, any concerns to the County Administrative Officer and/ or the Board of Supervisors.*

Duties (continued)

- *Recommend to the Board of Supervisors changes in the County's equal employment opportunity policy as deemed necessary.*
- *Consult with department heads in the implementation of equal employment opportunity programs.*
- *Review hiring policies, i.e. recruitment, examination and selection, promotion and other career development opportunities.*
- *Prepare a biennial report each even-numbered year, with the assistance of Equal Employment Opportunity staff, on the County's progress in equal employment opportunity to the County Administrative Officer and the Board of Supervisors.*

EEO Office

(909) 387-5584

Employment

(909) 387-8304

Job-line

(909) 387-5611

TTY Users: 711