



STATE OF MICHIGAN
DEPARTMENT OF COMMUNITY HEALTH
POLICY AND PROCEDURE MANUAL
POLICY

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| CHAPTER |
| Human Resources |
| NUMBER |
| 4.1.15 |
| EFFECTIVE DATE |
| May 23, 2008 |
| SUBJECT: |
| Equal Employment Opportunity (EEO) |
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A. PURPOSE

The purpose of this policy is to establish that the Michigan Department of Community Health (DCH) provides equal employment opportunities (EEO) for all persons regardless of race, religion, color, sex, sexual orientation, height, weight, marital status, partisan considerations, national origin, age, genetic information or disability.

B. REVISION HISTORY

None

C. POLICY

It is the policy and practice of the DCH to provide equal employment opportunity for all persons. The department is committed to promoting equal employment opportunity by employing and advancing persons based on merit, ability, and potential for development.

DCH affirms that all applicants and employees shall be treated equally in applying for employment, retaining employment, and attaining advancements.

DCH is committed to reviewing all aspects of employment including recruitment, selection, retention, and promotion to identify and eliminate barriers to providing all persons equal employment opportunity. No retaliation of any form shall be brought against any employee who brings charges of discrimination.

Prohibited Discrimination: neither Civil Service staff nor an appointing authority shall do any of the following:

- 1) Fail or refuse to hire, recruit, or promote; demote; discharge; or otherwise discriminate against a person with respect to employment, compensation, or a term condition, or privilege of employment because of religion, race, color, national origin, age, sex, sexual orientation, height, weight, marital status, partisan considerations, or a disability or genetic information that is unrelated to the person's ability to perform the duties of a particular job or position.
- 2) Limit, segregate, or classify an employee or applicant for employment in a way that deprives or tends to deprive the employee or applicant of an employment opportunity or otherwise adversely affects the status of an employee or applicant because of religion, race, color, national origin, age, sex, sexual orientation, height, weight, marital status, partisan considerations, or a disability or genetic information that is unrelated to the person's ability to perform the duties of a particular job or position.

D. REPORTING

In the event you feel that you have not been afforded equal employment opportunity based on any of the aforementioned protected group categories, you may file an internal discriminatory harassment complaint.



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You may also file an external complaint with the Michigan Department of Civil Rights within 180 days or the Federal Equal Employment Opportunity Commission within 300 days.

E. REFERENCES

Executive Directive No. 2007-24
Civil Service Rule 1-8 Prohibited Discrimination
Civil Service Rule 1-7 Equal Employment Opportunity
DCH 4.1.13 Discriminatory Harassment Policy & Procedure

F. CONTACT

For additional information concerning this policy, contact, Equal Employment Opportunity Officer, Toya Williams, 517-335-4276 or Williamst8@michigan.gov.

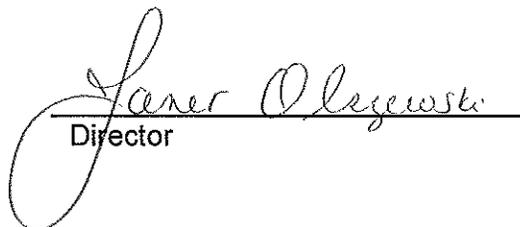
RECOMMENDED BY:


Chief Deputy Director

DATE:

5/15/2008

APPROVED BY:


Director

DATE:

5-16-08