

BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

RESOLUTION NO. 04-007

Adopting Multnomah County's Affirmative Action Plan for 2004-2006

The Multnomah County Board of Commissioners Find:

- a. The legislative purpose of the Equal Employment Opportunity Act of 1972, Public Law 92-261, 86 Statute 103 (1972), as amended, was to encourage voluntary action to correct the effects of past discrimination and to prevent present and future discrimination.
- b. In furtherance of the principles of nondiscrimination, the federal Equal Employment Opportunity Commission (EEOC) has issued guidelines for affirmative action appropriate under Title VII of the Civil Rights Act of 1964, (Title 29, Code of Federal Regulations 1608.7), to remove practices and systems which constituted barriers to equal employment opportunity.
- c. The County's current equal opportunity policies prohibit discrimination in any personnel action on the basis of race, color, gender identity, source of income, sexual orientation, familial status, age, religion, national origin, political affiliation or physical or mental disability, except when they constitute bona fide occupational qualifications.
- d. The County is a recipient of federal grants which requires written affirmative action plans in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission (EEOC) (20 C.F.R. Part 1608) to comport with the purposes of the Civil Rights Act of 1964, Public Law 88-352, 78 Statute 241 (1964), as amended.

The Multnomah County Board of Commissioners Resolves:

The Board adopts the revised Affirmative Action Plan for 2004-2006 and thereby reaffirms and formalizes the County's commitment to equal employment opportunity.

2. Each department and office of the County is directed to develop compliance strategies that will bring them into compliance with the intentions of this plan.

ADOPTED this 22nd day of January, 2004.



BOARD OF COUNTY COMMISSIONERS
FOR MULTNOMAH COUNTY, OREGON

Diane M. Linn, Chair

REVIEWED

AGNES SOWLE, COUNTY ATTORNEY
FOR MULTNOMAH COUNTY, OREGON

By
Kathryn A. Short, Assistant County Attorney