

BEFORE THE BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

**RESOLUTION NO. 2010-027**

Adopting Multnomah County's Affirmative Action Plan for 2010-2012

**The Multnomah County Board of Commissioners Find:**

- a. The County's Affirmative Action Plan is revised and updated in accordance with United States Executive Order 11246 and its implementing regulations, 41 CFR § 60-2; to assure fair employment practices and equal opportunity.
- b. The County's current equal opportunity policies prohibit discrimination in any personnel action on the basis of race, color gender identify, 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 (Multnomah County Code § 3.10.270).
- c. In establishing financial assistance programs, Congress linked the receipt of Federal funding to compliance with Federal civil rights laws. The County is a recipient of federal grants that require written affirmative action plans in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission (EEOC) (28 C.F.R. § 42.301-308 to comport with the purposes of the Civil Rights Act of 1964, Public Law 88-352, 78 Statute 241 (1964), as amended).

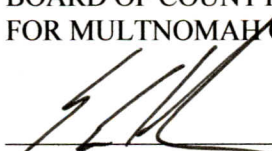
**The Multnomah County Board of Commissioners Resolves:**

1. The Board adopts the attached Affirmative Action Plan for 2010-2012 that reaffirms and formalizes the County's official policy and strategies on non-discrimination, equal opportunity, affirmative action, and workforce diversity.
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 11th day of March 2010.

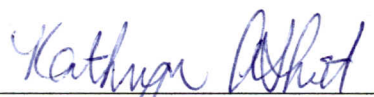


BOARD OF COUNTY COMMISSIONERS  
FOR MULTNOMAH COUNTY, OREGON

  
Ted Wheeler, Chair

REVIEWED:

AGNES SOWLE, COUNTY ATTORNEY  
FOR MULTNOMAH COUNTY, OREGON

By   
Kathryn A. Short, Assistant County Attorney

SUBMITTED BY:

Ted Wheeler, Multnomah County Chair