

**EQUAL EMPLOYMENT OPPORTUNITY, NON-DISCRIMINATION IN THE  
WORKPLACE RESOLUTION  
RESOLUTION 18-01-018**

**WHEREAS**, the Clinton Township Board of Trustees recognizes and supports the fact that we live in a dynamic, ever-changing community and larger society, with varying group and individual experiences derived from diverse and varying factors, values and characteristics; and

**WHEREAS**, diversity is an asset that expands group and individual understanding and experience; and

**WHEREAS**, acceptance of diversity and promotion of diversity in communities can lead to economic growth, through the enhancement of the arts, business, cultural, and ethnic opportunities available to all; and

**WHEREAS**, Clinton Township is committed to providing for a diverse workforce representative of its community, of these values, and a non-discriminatory employment environment for its employees.

**NOW THEREFORE**, be it resolved by the Board of Trustees of Clinton Township, Franklin County, Ohio that the following Resolution be, and that it is hereby adopted:

**Section 1.** The policy of Clinton Township is to fully comply with applicable federal, state and local laws, rules and regulations in the area of non-discrimination in employment. Discrimination against employees and applicants due to race, color, religion, sex (including sexual harassment), sexual orientation, gender identity or expression, familial status, marital status, national origin, genetic information, disability, age (40 years or older), military and veteran status is prohibited. Violations of this Resolution will be subject to discipline, up to and including termination.

**Section 2.** Equal employment opportunity and non-discriminatory commitments include, but are not limited to, the areas of hiring, promotion, demotion or transfer, recruitment, discipline, layoff or termination, rate of compensation and Township sponsored training.

**Section 3.** All employees are expected to comply with this Resolution. Department heads are directed to actively seek opportunities to hire a diverse workforce and provide for a workplace culture that is welcoming to all.

**Section 4.** All employees are encouraged to immediately report any concerns regarding discrimination or harassment to their Supervisor or directly to any Trustee. The Township will not tolerate retaliation against any employee who reports acts of discrimination or provides information in connection with any such complaint. If you have any questions regarding this Resolution, please contact your Supervisor, the Township Manager and/or any Trustee.

**BE IT FURTHER RESOLVED**, that this Resolution shall be in full force and effect immediately upon its adoption.

ADOPTED: January 3, 2018

**CLINTON TOWNSHIP BOARD OF TRUSTEES**, Franklin County Ohio

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Jane Cera	Trustee
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Carl Reardon	Trustee
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Aliena Sword	Trustee
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Attest: \_\_\_\_\_

Deb Steele, Fiscal Officer