

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Des Moines Valley Health and Human Services (DVHHS) will be based on merit, qualifications, and abilities. DVHHS does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

DVHHS will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

DVHHS has adopted the Merit System EEOC and AA Guidelines.

Any employee with questions or concerns about any type of discrimination in the workplace is encouraged to bring those issues to the attention of their immediate supervisor, director or the agency Human Rights Office (Human Resources Director) or Alternate Human Rights Officer (DVHHS Attorney). The Human Rights Officer or Alternate Human Rights Officer shall initiate an investigation into the allegation of discrimination in the same manner as set forth in the *Offensive Conduct and Harassment – Policy # 240*, and appropriate action shall be taken to correct any unlawful discrimination which may have occurred.

Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

Reference:

Employment Processing – Policy # 320

Offensive Conduct and Harassment – Policy # 240