

SALT LAKE COUNTY
COUNTY-WIDE POLICY
ON
VOLUNTEER SERVICES
EQUAL EMPLOYMENT OPPORTUNITY IN VOLUNTEER PROGRAMS

Purpose -

It is the policy of Salt Lake County, as an equal employment opportunity employer, to provide all County volunteers with a volunteer working atmosphere that is free from discrimination, harassment, or reprisal. Further, the County finds that volunteer service programs provide an excellent opportunity for the recruitment for under-represented groups for full-time employment with Salt Lake County.

1.0 Policy

- 1.1 Elected Offices, Departments, and Divisions which engage in volunteer program activities are encouraged to actively recruit volunteers from minorities, females, and other protected classes.
- 1.2 Persons providing volunteer services to the County are entitled to a workplace which is free from discrimination and harassment, including sexual harassment.
 - 1.2.1 Complaints by volunteers of discrimination or sexual harassment, or complaints by other persons of discrimination or sexual harassment perpetrated by a volunteer, shall be treated seriously and an appropriate investigation conducted as required in Salt Lake County Human Resources Policies and Procedures 5740, Discrimination & Reprisal and 5730, Sexual Harassment and a remedy pursued by following county policy.
 - 1.2.2 Elected Officials, Department and Division Directors shall make all reasonable efforts to prevent discrimination and harassment and remedy complaints involving volunteers using, as guidelines, those procedures set out in County Human Resources Policies and Procedures 5730, Sexual Harassment, and 5740, Discrimination and Reprisals.
- 1.3 Salt Lake County encourages volunteer activities by persons who may be considered disabled, under the Americans with Disabilities Act and similar laws and regulations.
 - 1.3.1 Where deemed advisable, after consultation with the Human Resources Division and the Attorney's Office, division and department directors and elected officials may provide reasonable accommodations to disabled volunteers in order to permit them to more effectively provide volunteer services to Salt Lake County.

4007

APPROVED and PASSED this 15 day of July, 2008.

SALT LAKE COUNTY COUNCIL

Michael Jensen, Chair

ATTEST:

Sherrie Swensen, County Clerk

APPROVED AS TO FORM

District Attorney's Office Date