



## **New Castle County Diversity Policy Statement**

New Castle County is committed to a policy of inclusion of all individuals and the promotion of diversity in any program or activity of the government. No person shall be unlawfully discriminated against in employment practices, personnel actions, or the selection of vendors or contractors. The County's workforce should mirror the community which it serves. Vendors and contractors should reflect a similar standard of community diversity. This commitment to the citizens of New Castle County as their government for the people will promote continued excellence in County Government.

Diversity demonstrates that individuals will be selected for opportunities without regard to political affiliation, race, color, national origin, gender, religion, creed, age, mental or physical disability, marital status, sexual orientation, genetic information, gender identity or expression, pregnancy, veteran status or other nonmerit factors.

Employment and personnel actions relate to recruitment, hiring, promotion, reclassification, training, compensation, benefits, transfer, layoff, recall and all other terms and conditions of employment.

The department general managers and row officers, working in conjunction with the Office of Human Resources, are charged with the responsibility of issuing procedures, directives or instructions to effectuate this concept and with establishing, monitoring, and evaluating the progress of this concept to ensure equal employment opportunity.

Consistent with this commitment to diversity, the County expects a similar commitment of its contractors, sub-contractors, and vendors. The Office of Administrative Services shall monitor each contractor's certification in order to verify that they are an equal opportunity employer.