

## CALAVERAS COUNTY RESOURCE CONSERVATION DISTRICT

### Anti-~~NON~~DISCRIMINATION POLICY

~~<latest state required language>~~

~~September 20, 2018~~

~~Race, Color, Ethnicity, National Origin, Age, Genetic Information, Religion and Veteran Status  
The Calaveras County Resource Conservation District (CCRCDD) does not discriminate on the basis of race, color, ethnicity, national origin, age, genetic information, religion or veteran status in its programs and activities, including admission and access.~~

~~Disability~~

~~CCRCDD does not discriminate on the basis of disability in its programs and activities, including admission and access.~~

~~Sex/Gender/Gender Identity/Gender Expression/Sexual Orientation~~

~~CCRCDD does not discriminate on the basis of sex, gender, gender identity, gender expression or~~

~~sexual orientation in its programs and activities, including admission and access. CCRCDD is committed to providing equal opportunities to male and female potential employees.~~

~~Bob Dean, President~~

~~Board of Directors~~

~~Calaveras County Resource Conservation District~~

~~CC-RCD POLICY 9-20-18~~

### Purpose

The district follows California's primary anti-discrimination law called the Fair Employment and Housing Act (FEHA).

The district will not discriminate against job applicants, employees, unpaid interns, temporary employees or individuals working under an appointment or as an apprentice, because of a protected category, or retaliate against them because they have asserted their rights under the law.

### Policy and Procedure

The district will provide an eligible employee with job-protected leave to care for a child, spouse, domestic partner, parent, grandparent, grandchild, or sibling with a serious health condition, and for the employee's own serious health condition. An eligible employee may also take job-protected leave to bond with a new child by birth, adoption, or foster care placement, within one

year of the child's birth, adoption, or foster placement. "Child" means a biological, adopted, or foster child, a stepchild, a legal ward, or a child of an employee or the employee's domestic partner, or a person to whom the employee stands in loco parentis. "Parent" includes a biological, foster, or adoptive parent, a parent-in-law, a stepparent, a legal guardian, or other person who stood in loco parentis to the employee when the employee was a child.

The district will provide up to four months of disability leave for an employee who is disabled due to pregnancy, childbirth, or a related medical condition.

The district will provide sexual harassment training to supervisory and nonsupervisory employees.

These California state laws barring discrimination apply to all district business practices, including the following:

- Advertisements
- Applications, screening, and interviews
- Hiring, transferring, promoting, terminating, or separating employees
- Working conditions, including compensation
- Participation in a training or apprenticeship program, employee organization or union

The state of California prohibits district workplace discrimination based on any of the following characteristics:

- race
- color
- ancestry
- national origin
- religion
- sex (including pregnancy, childbirth, and related medical conditions)
- disability: physical or mental
- age (40 and older)
- genetic information
- marital status
- sexual orientation
- gender identity and gender expression
- AIDS/HIV
- medical condition
- political activities or affiliations

- military or veteran status
- status as a victim of domestic violence, assault, or stalking
- criminal conviction history (in certain circumstances)

Included in the definition of each protected category is the perception of membership in a protected category and an individual's association with an actual or perceived member of a protected category.

In addition the district recognizes other types of prohibited acts that might constitute unlawful discrimination:

- Failure to Prevent Discrimination
- Political Discrimination
- Language Discrimination
- Immigration-Based Discrimination
- Failure to Accommodate a Lactation Break
- Failure to Accommodate a Religious Preference
- Failure to Accommodate a Disability