

## AFFIRMATIVE ACTION EQUAL OPPORTUNITY IN EMPLOYMENT POLICY

It is the policy of JEFFERSON COUNTY to implement Affirmative Action (AA) measures designed to eliminate present effects of past discrimination and to ensure equal opportunity for women, racial or ethnic minorities, and persons with disabilities.

JEFFERSON COUNTY recognizes the need to identify job groups and classifications with under-representation, and to set goals and timetables for increasing the employment of under-represented groups; and to develop an AA Plan for implementing those reasonable goals through outreach, recruitment, training and other activities and commitments.

Signature of Director or Chief Executive Gary Petre	Date Signed
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