

## 101 – EQUAL EMPLOYMENT OPPORTUNITY

- A. The Court System prohibits discrimination. Except when a bona fide occupational qualification exists, the Court System provides equal employment opportunities to all employees and applicants for employment without regard to:
1. Race;
  2. Color;
  3. Religion;
  4. Sex;
  5. Sexual Orientation;
  6. National origin;
  7. Age;
  8. Genetic Information, including family medical history;
  9. Presence of any mental or physical disability;
  10. Marital or public assistance status; and
  11. Participation in any lawful activity away from the Court System premises during non-working hours not in direct conflict with the essential business-related interests of the Court System.
- B. Bona fide occupational qualification. It is not a discriminatory practice to consider any of the factors listed above, except race and color, when that factor is an actual and reasonably necessary qualification for performing the job in the normal operation of the Court System.
- C. Any incidents of discrimination must be reported to a supervisor, appointing authority, or the Human Resource Director. Once a supervisor is notified of an issue, the supervisor must contact the Human Resource Director.

Approved by the Supreme Court 4/1/12