

Equal Employment Opportunity

The ELCFH is committed to the principle and practice of equal opportunity and affirmative action in all terms and conditions of employment. The ELCFH intends to comply with the letter and spirit of federal, state and local laws and regulations prohibiting discrimination based on race, color, religion, veteran status, political affiliation, national origin, sex, disability, age or marital status. It is the objective of the ELCFH to:

1. Ensure that decisions regarding recruiting, hiring, and training for all job classifications are made without regard to race, color, religion, veteran status, political affiliation, national origin, sex, disability, age or marital status.
2. Ensure that promotion and transfer decisions further the principle of Equal Employment Opportunity and that objective criteria for promotions and transfers are used.
3. Ensure that personnel policies and procedures governing compensation, and benefits, are administered without regard to race, color, religion, veteran status, political, affiliation, national origin, sex, disability, age, or marital status.
4. Ensure adherence to all the relevant and applicable provisions of the Americans with Disabilities Act (ADA). The ELCFH will not discriminate against any qualified individual with respect to any terms, privileges, or conditions of employment because of a person's mental or physical disability.
5. Ensure that reasonable accommodations are made wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job and provided that any accommodations made do not require significant difficulty or expenses. Those needing special accommodations should contact Human Resources so consideration can be given to reasonable accommodations.

Any applicant or employee who believes that he or she has been discriminated against may file a complaint with Executive Director, the Florida Commission on Human Relations, or the Equal Employment Opportunity Commission (EEOC). Complaints shall be treated in accordance with the procedures set forth by law.