

EXHIBIT A
Resolution #2024-168

Baldwin County Commission
Affirmative Action
Local Recovery Plan Program

The Baldwin County Commission has adopted the following Affirmative Action Plan to meet the Equal Employment Opportunity (EEO) requirements of Executive Order 11246, as defined in Title 41, and the program policies of the Local Recovery Plan Program under the State of Alabama Community Development Block Grant-Disaster Recovery (CDBG-DR) program. Executive Order 11246 prohibits federal contractors and subcontractors from engaging in workplace employment discrimination on the basis of age, race, color, religion, gender, creed, national origin, physical or mental disability, marital status, veteran status, disabled veteran status, or status as a member of any other protected group or activity.

- 1) The Baldwin County Commission is committed to equal employment opportunity and as part of its Affirmative Action Plan shall:
 - a. Make decisions affecting all Baldwin County Commission employment practices, including, recruitment, selection, promotions, terminations, transfers, and layoffs without regard to race, color, religion, sex, national origin (includes Limited English Proficiency), age, disability, political affiliation or belief, genetic information or any other basis protected by federal or state statutes. All contractors and subcontractors that work with Baldwin County will also be required to adhere to this plan.
 - b. Commit to maintaining an environment that values diversity in which all its employees and potential employees are free from discrimination and harassment, with the intent to further the goals and timetables of the affirmative action program to overcome the effects of discrimination of minorities and women.
 - c. Ensure that all terms and conditions of employment including compensation, training, and benefits shall be administered without to regard race, color, religion, national origin (includes Limited English Proficiency), age, disability, political affiliation or belief, genetic information or any other basis protected by federal or state statutes. These requirements are also applicable to all of Baldwin County's contractors and subcontractors.
 - d. Commit to promoting employees using equal employment opportunities principles and continuing to improve the process to ensure promotional opportunities are provided to all employees.
 - e. Maintain a safe environment and prevent workplace violence. Baldwin County shall investigate all complaints of harassment and/or discrimination, including harassment/discrimination because of race, sex, religious creed, color, national origin, ancestry, disability or medical condition, age, or any other basis protected under Title VII.
- 2) Provide public displays of any posters required by Title VII, Fair Labor Standards Act, Americans with Disabilities Act, etc., concerning equal employment, age, discrimination, equal pay, and the disabled, as well as the internal EEO Policy in the County's Personnel Office.
- 3) Continue to use language that demonstrates Baldwin County is an equal opportunity employer in all recruitment publications, including job applications and online job postings. Currently all

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job postings include statements that *“Baldwin County Commission and Baldwin County Sheriff’s Office does not discriminate on the basis of race, color, national origin, sex, religion, age, marital status, disability, citizenship or veteran status in employment.”*

- 4) Provide equal opportunity for a bias-free work environment and provide reasonable accommodation in compliance with the ADA when requested to ensure equal access to employment opportunities.
- 5) Ensure that all personnel files are accurate, relevant, and safe from improper disclosure.
- 6) Pursue opportunities to recruit, select, and train job candidates for entry level and promotional positions to avoid employment barriers and to ensure equal opportunity for all candidates unless there is a bona fide occupational qualification that cannot be waived for proper and efficient public administration.
- 7) Baldwin County’s General Personnel Policies include information for any candidate or employee who wants to file a discrimination complaint.
- 8) Baldwin County’s Affirmative Action Plan will be provided on the Baldwin County Commission website at <https://baldwincountyal.gov>.
- 9) The Baldwin County Commission EEO Officer bears the responsibility for the implementation and administration of this Affirmative Action Plan.