



Wayne County Policy

Title:	Diversity in the Workforce		
Wayne County Policy #		Date Issued:	4/1/2014
Category:	Diversity	Date Revised:	4/1/2018
Approved By:	Steve Mahlin, PHR Director		Pages: 3

I. PURPOSE

The Workforce Diversity Policy is a commitment by County of Wayne to create a workplace that is fair and inclusive, and builds a workforce which better reflects the diversity of our employees and the Wayne County Community.

II. POLICY PROVISIONS

Commitment

Wayne County recognizes that our employees are our greatest asset and aims to attract and retain people with diverse skills, experience and background to deliver high quality services. A workforce that reflects the diversity of our employees and communities will be better able to understand the needs of its customers and be able to offer responsive services to the citizens of Wayne County.

Wayne County respects people as individuals and values their differences. It is committed to creating a working environment that is fair and flexible, promotes personal and professional growth, and benefits from the capabilities of its diverse workforce.

The Workforce Diversity Policy guides the development and implementation of relevant plans, programs and initiatives that recognize and promote workforce diversity across all work areas of Wayne County.

Definition

Diversity in the context of Wayne County primarily refers to the Equal Employment Opportunity (EEO) groups under-represented in our workforce.

Other dimensions of diversity include age diversity, career/family responsibilities, sexual orientation and socio-economic background.

Wayne County embraces workforce diversity as a source of strength. This is not only about increasing visible differences in the workforce, but more importantly it is about the strategic advantage that comes from incorporating a wide variety of capabilities, ideas and insights in our decision making, problem solving, policy development and service delivery. This gives



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expression to several of the Wayne County's Strategic Priorities. We will develop our employees and support them in delivering excellence.

The principles of EEO remain an important foundation for the Workforce Diversity Policy, plans, programs and initiatives. The EEO principles aim to: ensure that employees are selected for positions on merit; provide equitable access to employment, professional development and workplace participation and ensure that our workplace is free from all forms of unlawful discrimination and harassment.

Objectives

The Workforce Diversity Policy provides a framework for Wayne County to achieve:

A diverse and skilled workforce that reflects the diversity of our employees and the community and leads to better engagement with communities across Wayne County to deliver responsive customer service.

A workplace culture that fosters inclusive practices and behaviors for the benefit of all employees and the delivery of public services to Wayne County Residents.

A work environment that values and utilizes the contributions of employees with diverse skills, backgrounds, experiences and service levels through improved awareness of the benefits of workforce diversity and successful management of diversity.

Awareness in all employees of their rights and responsibilities with regards to equity, integrity and respect for all aspects of diversity.

III. ENFORCEMENT

Wayne County of P/Human Resources is responsible for development, revision, communication, and enforcement of this policy. Wayne County of P/Human Resources will assist in the interpretation and monitoring of adherence to this policy. The Company prohibits employees from violating this right of their co-workers or citizens. Any employee in violation of this policy may be subject to disciplinary action up to and including termination.



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IV. DISCLAIMER

If in direct conflict with other internal or departmental policy, this policy will be considered to be the overriding policy unless otherwise directed by the Director of Personnel/Human Resources or his/her designee.

In the event that any provision of these policies is in conflict with the terms and conditions of existing collective bargaining agreements (CBA), the terms and conditions of the agreements shall take precedence. On those topics where the CBA is silent, the provisions of these policies shall apply.

V. RELATED DOCUMENTS

- a. Anti-Discrimination Laws
- b. Executive Order
- c. Administrative Personnel Order
- d. Sexual Harassment Policy
- e. Code of Conduct Policy
- f. Civil Service Rules and Regulations
- g. Collective Bargaining Agreements
- h. Wayne County Charter
- i. Recruitment/Hiring Policy
- j. Transfer/Promotion Policy
- k. Non-Discrimination Policy
- l. Equal Employment Opportunity Policy
- m. Ordinance – Ethics No. 2014-734
- n. Ordinance – Fraud No. 2012-364
- o. Wayne County Work Rules
- p. Wayne County Employee Handbook

VI. REVISION HISTORY

ACTION	DATE	BY WHOM	REASON
Created	04/01/2014	Tish King, Director P/HR	
Revised	04/01/2018	Steve Mahlin, PHR Director	Update



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