

IV. Executive Limitations

Title: Inclusion, Equal Employment Opportunity, Discrimination/Harassment Prevention and Diversity		
Category: Executive Limitations		
Policy No. EL-8	Adopted: August 3, 1999 Chair: Larry Wilson	Latest Revision: July 28, 2014 Chair: Tony Estremera
The Board of Directors revised and adopted this policy at its public meeting on the latest revision date.		

The BAOs shall promote conditions that ensure a work environment that is diverse and inclusive, free of discrimination and harassment, and that provides equal opportunity employment: ~~without regard to any characteristic protected in accordance with state or federal law.~~

Further, a BAO shall:

8.1 Provide leadership in diversity and inclusion that is open, honest, and fair. Management and employees will demonstrate the highest standards of personal integrity, honesty, and conduct to inspire trust and foster collaboration with each other, customers, and the community.

8.2 Not allow ~~District's~~ **Valley Water** employees, agents, or contractors to discriminate, harass, or allow harassment against any applicant, employee, customer, or other person on the basis of sex (which includes pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth or breastfeeding), race, religion, color, national origin (including language use restrictions), ancestry, religious creed (including religious dress and grooming practices, political affiliation, disability (mental and physical, including HIV or AIDS), medical condition (cancer and genetic characteristics), genetic information, marital status, parental status, gender, age (40 and over), pregnancy, military and veteran status, sexual orientation, gender identity and gender expression, the exercise of family and medical care leave, the exercise of pregnancy disability leave, or the request, exercise, or need for reasonable accommodation.

With respect to employees, these requirements apply to employment actions which include, but are not limited to, the following: recruitment, hiring, employment, utilization, promotion, classification or reclassification, transfer, recruitment, recruitment advertising, evaluation, treatment, demotion, layoff, termination, rates of pay or other forms of compensation, and selection for professional development training (including ~~apprenticeship~~). ~~fellows and apprenticeship~~

8.3 Require employees at all levels of ~~District~~ **Valley Water** employment be aware that they share in the responsibility to ensure a work environment free of discrimination and harassment prohibited by this policy.

8.4 Refer to Human Resources for discipline any manager or supervisor who is aware of unlawful harassment or discrimination by his or her employees, but fails to take appropriate action.

- 8.5. Take positive and innovative action to provide equal opportunity.
- 8.5.1 Assure that persons from all segments of our community are given a fair and equal opportunity to qualify for employment and advancement within the ~~District's~~ work force.
Valley Water's
- 8.6. Not allow potential barriers to employment of members of protected groups to exist within an individual BAO's authority.
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- 8.7. Consistent with legal requirements, assure that the ~~District's~~ work force fairly represents the composition of individuals in the available labor market who possess the requisite job skills.
- 8.8. Operate in a manner that ensures that employees at all levels of ~~District~~ employment use sound personnel practices that apply equally to all.
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- 8.9. Ensure that all people are welcomed and included, and everyone is treated with fairness, dignity, and respect.

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