

Affirmative Action Policy

Purpose:

To ensure that the Region () Idaho Behavioral Health Board prohibits discrimination, and gives positive attention to the intent and practice of affirmative action.

Equal Employment Opportunity means the total mobilization of human resources. When discriminatory practices are permitted, talent, ability, and expertise are being denied full implementation because of one's race, color, religion, sex, age, physical handicap, or national origin. The Region () Board will not suffer the loss of human resources because of discrimination. Consequently, it is necessary to take a positive stand and make a firm commitment to prohibit intentional or unconscious discrimination practices in recruiting, hiring, and promoting minorities, women, the handicapped and older workers. Additionally, appropriate consideration shall be given to veterans in accordance with applicable state and federal laws and regulations.

Management will act positively and specifically by issuing instruction, maintaining vigilant supervision over employment practices, seeing to it that communication channels are open and that there is a continuous review of performance to assure compliance with the goals of equal employment opportunity, and will require all personnel actions to be administered accordingly. Positive attention to the intent and practice of affirmative action and genuine concern for the effective utilization of human resources must be a routine function.

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