



Pueblo County Sheriff's Office <b>General Order</b> Policies and Procedures Manual Pueblo County Sheriff's Office <b>Section 1</b>	
Part 7	Subject: Equal Opportunity/Affirmative Action
Related CALEA Standards: 31.2.3	Related ACA Standards: 4-ALDF-7E-01

### Authority

This policy is issued pursuant to Sheriff David J. Lucero's directive in which authority to manage and direct all activities connected with this policy is delegated to the appropriate Bureau Chief.

### Purpose

In order to provide equal employment and advancement opportunities to all individuals, employment decisions of Pueblo County will be based on merit, qualifications and abilities

### Equal Opportunity/Affirmative Action Policy

In order to provide equal employment and advancement opportunities to all individuals, employment decisions of Pueblo County will be based on merit, qualifications and abilities. With the exception of the urgency to fill vacated gender specific positions, the Pueblo County Sheriff's Office does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age, physical or mental disability, creed, ancestry or any other characteristic protected by law. The Pueblo County Sheriff's Office is an Equal Employment Opportunity Employer. ~~<31.2.3>~~ ~~<4-ALDF-7E-01>~~

Pueblo County will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship or present a direct threat to the safety of the individual or public at large. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination and access to benefits and training.

Any members with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor or Administrative Services Director or Undersheriff. Members can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

*David J. Lucero*

By Order Of The Sheriff