

# **DIVERSITY POLICY**

## **I. INTRODUCTION**

The County of Monterey understands that diversity encompasses differences in ethnicity, gender, language, age, sexual orientation, religion, socio-economic status, physical and mental ability, as well as experience, education and way of thinking. The County believes the variety of perspectives resulting from such diversity helps promote innovation, creativity and opportunities for collaboration.

## **II. POLICY STATEMENT**

The County of Monterey is committed to maintaining a diverse population of employees, vendors, contractors and volunteers. The County believes its success is a reflection of the level of diversity in its workforce and communities.

The County believes in treating all people with respect and dignity. It strives to create and foster a supportive environment which embraces and celebrates a diverse world. The County believes that by valuing and appreciating individual differences, the lives of County employees will be enriched and service to County communities will be enhanced.

Additionally, the County reaffirms its policies that ensure the opportunity for employment of an ethnically and culturally diverse workforce where individuals enjoy the opportunity to speak their primary language.

The County recognizes that languages other than English are both necessary and welcoming and seeks to provide efficient and accessible public services to its non-English speaking communities.

All employees of the County are advised that they may use a language other than English without threat of discrimination or reprisal. No manager or supervisor may require that an employee speak only English while at the workplace. However, departments may require, after consultation with the Equal Opportunity Office, that specific employees speak only English at certain times when it is justified by business necessity or emergency.

Language diversity is not used as a tool to exclude or demean others.

The County of Monterey is committed to supporting this policy and taking fair, appropriate and timely actions to do so.

## **III. RESPONSIBILITY**

County Department Heads, managers, and supervisory personnel are responsible for implementing this policy within their areas of responsibility.

#### **IV. POLICY DISSEMINATION**

The Equal Opportunity Office is responsible for ensuring that the policy is disseminated.

#### **V. TRAINING**

The Equal Opportunity Office is responsible for formulating and coordinating training on this policy for all county employees.

Each Department head is responsible for ensuring its employees are trained in accordance with direction provided by the Equal Opportunity Office.