


LAPEER COUNTY COMMUNITY MENTAL HEALTH

Date Issued 03/19/2012  
Date Revised 12/12/17; 1/19/22

<b>CHAPTER</b> Human Resources	<b>CHAPTER</b> 05	<b>SECTION</b> 001	<b>SUBJECT</b> 10
<b>SECTION</b> Personnel		<b>DESCRIPTION</b> Affirmative Action	
<b>WRITTEN BY</b> Lauren Emmons, ACSW COO	<b>REVISED BY</b> Amy Morrison, BS HR Manager	<b>AUTHORIZED BY</b>  Lauren Emmons, ACSW CEO	

**APPLICATION:**

<input checked="" type="checkbox"/> CMH Staff	<input type="checkbox"/> Board Members	<input type="checkbox"/> Provider Network	<input type="checkbox"/> Employment Services Providers
<input type="checkbox"/> Employment Services Provider Agencies	<input type="checkbox"/> Independent Contractors	<input type="checkbox"/> Students	<input type="checkbox"/> Interns
<input type="checkbox"/> Volunteers	<input type="checkbox"/> Persons Served		

**POLICY:**

Lapeer County Community Mental Health (LCCMH) recruits, hires, and maintains a diverse workforce and practices equal employment opportunity.

**STANDARDS:**

- A. Equal employment opportunity is required by law and applies all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.
- B. LCCMH provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.
- C. LCCMH makes reasonable accommodations for qualified individuals with known disabilities, unless doing so would result in an undue hardship (see Policy 05.001.15 Request for Reasonable Accommodation).

D. As a Department of Lapeer County, LCCMH complies with the Lapeer County Affirmative Action Plan.

**REFERENCE:**

Lapeer County Affirmative Action Plan

AM:lr

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This policy supersedes  
#05/84032 dated 05/03/1984.  
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