

## **THURSTON COUNTY EQUAL OPPORTUNITY POLICY**

Thurston County hereby reaffirms its policy to provide equal opportunity to all persons seeking or having access to its employment, services, and activities; free from restrictions because of race, color, creed, religion, national origin, age, sex, marital status, veteran status, sexual orientation, or the presence of any disability unless such disability effectively prevents the performance of the essential functions required of the position.

It is also the policy of Thurston County to make reasonable accommodations to the disabilities of applicants and employees throughout the personnel process. In determining the extent of reasonable accommodation, the County will consider relevant factors including the following: the safe and efficient operation of the organization; feasible financial costs and expenses; and the overall type and size of the organization's operation.

Nothing herein shall affect the ability of Thurston County to create and implement bona fide occupational qualifications for any position of employment with Thurston County.

Complaints should be addressed to the Director of Human Resources.