

103 - EQUAL EMPLOYMENT OPPORTUNITY

**Section 103.01
County Policy on
Equal Opportunity**

Fort Bend County applies positive employment practices designed to ensure the full realization of equal employment opportunities (EEO) to all employees and applicants for employment without regard to:

- race
- color
- religion or creed,
- sex
- sexual orientation
- gender
- gender identity
- gender expression
- pregnancy status (including childbirth and related medical conditions)
- national origin
- ethnicity
- citizenship status
- age (40 and over)
- physical or mental disability
- genetic information
- protected military and veteran status
- political affiliation or beliefs
- or any other classification protected by state, federal and local laws, unless such classification is a bona fide occupational qualification.

This policy applies to all terms and conditions of employment, including but not limited to hiring, placement, promotion, discharge, pay, fringe benefits, layoff, recall, transfer, and training. Improper interference with an individual's ability to achieve or maintain employment based on a protected status is prohibited.

For further information on Fort Bend County's practices to ensure Equal Employment Opportunity, please visit the County's website or contact the Human Resources Department.

Policy Approved and Adopted By:
Fort Bend County Commissioners Court
November 24, 1998
Revised: September 30, 2003
Revised: February 1, 2011
Revised: September 10, 2019