

**COUNTY OF SAN DIEGO, CALIFORNIA  
BOARD OF SUPERVISORS POLICY**

**Subject**

Policy for Effecting Equal Opportunities Within San Diego County

**Policy  
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C-17

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Purpose

To reaffirm the Board of Supervisors commitment to ensure equal opportunity in all aspects of the County's operations.

Background

Article IX, Section 901, of the San Diego County Charter states that:

"The County shall hire, transfer, promote, compensate, discipline and dismiss individuals on the basis of job-related qualifications, merit, and equal opportunity without regard to age, color, creed, disability, national origin, political affiliation, race, religion, sex, or any other non-job-related factor."

Policy

It is the policy of the Board of Supervisors to comply with Federal, State and local laws effecting equal opportunity. In conformance with that policy and the Board's commitment to prohibit discrimination, it is hereby decreed that, barring any lawful or valid reasons, all individuals will have equal access to County operations and employment regardless of their race, color, religion, national origin, ancestry, physical or mental disability, medical condition, family and medical leave, marital status, sex, sexual orientation, age, ~~or~~ veteran status or any other status protected by law.

The Board of Supervisors reaffirms its commitment to fair and impartial practices throughout the County.

In order to achieve the above, San Diego County reaffirms the following:

- A. Equal employment opportunities in all personnel practices;
- B. Equal opportunities in all purchasing and procurement practices;
- C. Non-discriminatory practices in the selection, acquisition, leasing and management of County real properties and facilities;

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D. Non-discriminatory practices in product and service delivery;

E. Equal opportunity and nondiscriminatory practices in all other County activities, policies and programs.

It is the duty and responsibility of all appointing authorities and all County employees to carry out the provisions of this policy.

Date

This policy will be reviewed for continuance by 12-31-20.

Previous Board Action

1-25-77 (122)  
4-28-81 (90)  
4-4-89 (51)  
11-29-94 (40)  
5-19-98 (28)  
03-14-06 (11)  
12-09-08 (33)  
11-05-13 (19)

CAO Reference

1. Chief Administrative Office