

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO. 94-6-1-1) IN THE MATTER OF AMENDING CHAPTER
) 2 OF LANE MANUAL TO ADOPT A
) DIVERSITY POLICY (LM 2.383-2.386)

The Board of County Commissioners of Lane County orders as follows:

Chapter 2 of Lane Manual is hereby amended by removing and substituting the following pages:

REMOVE THIS PAGE

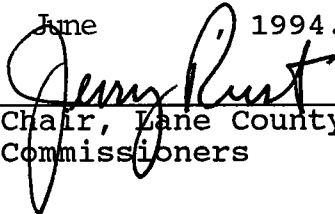
INSERT THESE PAGES

2.385 - 2.385,
i.e. 2.45
(a total of one page)

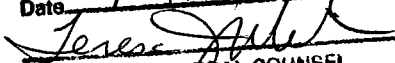
2.383 - 2.383 to
2.386 - 2.386,
i.e. 2-45 to 2-45b
(a total of three pages)

Said pages are attached hereto and incorporated herein by reference. The purpose of these substitutions is to adopt a Diversity Policy and to renumber present LM 2.385.

Adopted this 1st day of June 1994.



Chair, Lane County Board of
Commissioners

APPROVED AS TO FORM
Date 5/24/94 Lane County

OFFICE OF LEGAL COUNSEL

FILED

JUN 02 1994

COUNTY CLERK
BY 

DRUG FREE WORK PLACE POLICY

2.383 Drug Free Work Place Policy. It is the policy of Lane County to ensure a drug-free work environment. The unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the workplace. Any unlawful manufacture, distribution, or dispensation of a controlled substance in the workplace shall be cause for immediate discharge. Unlawful possession or use of a controlled substance in the workplace shall be cause for immediate disciplinary action which could result in discharge. The County Administrator shall adopt administrative procedures implementing this policy including the sanctions for policy violation. The Administrator shall also adopt policies necessary to keep Lane County government in compliance with Public Law 100-690 (the Anti-Drug Abuse Act).

DIVERSITY POLICY

2.385 Diversity is a key to the future success of Lane County. We are charged with providing effective government services in an increasingly competitive and diverse environment. If we are to succeed, each of us must embrace the value of diversity as being critical to the achievement of our mission. The more successfully we are able to conduct our business in a diverse community the more diverse our presence must be in that community.

Diversity transcends race and gender, affirmative action and Equal Employment Opportunity. It means respecting and valuing differences, such as those based on age, disability, ethnicity, gender, language, race and socio-economic status, as well as respecting each individual's right to privacy in areas such as religious faith, political beliefs and sexual orientation. In order to collaborate successfully with the diverse communities we serve, the County must be cognizant and respectful of our differences both in the community and the worksite. Most importantly, all in the County must rethink our approach to diversity. No longer are such issues just matters of social policy or historical reciprocity. Diversity, and the respect and understanding of the integrity and worth of all cultures, peoples and lifestyles is today and will continue to be simply good business.

(1) Policy. Lane County will demonstrate its commitment to diversity through the way in which it provides County services, through its employment practices, through its funding decisions, and through its appointments to County boards, commissions and committees by:

(a) ensuring that all County services, programs and activities are provided to its diverse communities in ways that are sensitive to and responsive to cultural differences, including accessibility for persons with disabilities;

(b) ensuring that all County-funded services are provided, and funding decisions are made, in a manner that recognizes, addresses and is reflective of the cultural diversity of the communities served;

(c) demonstrating a commitment to workplace diversity through implementation of affirmative action plans and development of cultural sensitivity and cultural competency among other employees; and,

(d) ensuring that all County boards, commissions, and committees are reflective of the diversity of the Lane County population.

(2) The diversity policy contained in LM 2.385 is intended to be an expression of intent and aspiration on the part of the Lane County Board and is to be used to guide the County government in benefiting from and being responsive to the changing population that provides both the County's workforce and its customer base. It is not intended to be, nor shall it be used as a basis for anyone demanding a right or making a claim against Lane County or its employees.

DEFINITIONS

2.386 Definitions. The policy statement in LM 2.385 above should be interpreted according to these definitions:

Cultural Diversity. Differences in race, ethnicity, language, nationality, or religion among various groups within a community or organization.

Cultural Sensitivity. Demonstrating sensitivity to cultural differences and similarities, and effectiveness in using cultural symbols (e.g., language) to communicate a message.

Diversity. A broad definition that includes a wide range of individuals with unique needs and talent beyond the observable differences of race, gender, and age, but the additional characteristics of marital status, sexual orientation, family status, political affiliation, education or socioeconomic status, and disabilities.

Sexual Orientation. Heterosexuality, homosexuality, or bisexuality.

Workplace Diversity. Recognition of the variety of differences among workers across many different dimensions -- race, culture language, age, gender, etc. -- and the different perspectives and values that may be inherent in those differences. Valuing diversity implies a philosophy while managing diversity involves the translation of the philosophy of valuing diversity into organizational goals and objectives.