

MICHAEL P. VICTORINO
Mayor

SANDY K. BAZ
Managing Director



OFFICE OF THE MAYOR
COUNTY OF MAUI
200 S. HIGH STREET
WAILUKU, MAUI, HAWAII 96793
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Equal Employment Opportunity/Affirmative Action Policy Statement

It is the policy of the County of Maui that there shall be no discrimination in employment pursuant to Title VII of the Civil Rights Act of 1964 as amended, the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990 as amended, and Hawaii Revised Statutes Chapters 368 and 378. Except for bona fide occupational or other legal requirements, no individual employed by the County, or applying for employment with the County, shall be subjected to discrimination on the basis of race, sex, including gender identity or expression, sexual orientation, age, religion, color, ancestry, national origin, disability, genetic information, marital/civil union status, pregnancy, arrest and court record, assignment of child support, national guard participation, domestic or sexual violence victims' status, retaliation or any other basis covered by state or federal laws governing non-discrimination.

The County of Maui's programs are designed to comply with all applicable federal, state, and local laws, directives and regulations. It is illegal and against County policy for any officer or employee to discriminate or harass or engage in the harassment of another officer, employee, the public, or individual under consideration for County employment. The County will not condone or tolerate discrimination in the workplace. Violations of this policy by any officer or employee will result in disciplinary action, in accordance with collective bargaining agreements and Administrative Rules of the Department of Personnel Services.

County of Maui employees and applicants are also protected against retaliation. Consistent with state and federal laws, acts of retaliation against an employee or applicant who engages in protected activity, such as reporting discrimination or harassment, or participating in the EEO process, whistleblowing, or the exercise of any appeal or grievance right provided by law, will not be tolerated. Concerns of retaliation will be investigated and addressed in the same manner as allegations of discrimination and harassment.

The County of Maui will not discharge, or in any other manner, discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)

I have charged the Managing Director with the task of implementing the County's EEO program with the full assurance of support from my office. Resolution is encouraged at the lowest level possible. Individuals who feel they have been subjected to discrimination in the workplace should immediately report the discrimination to their supervisor, the administrative officer of their department, the Managing Director, or the County of Maui's EEO Specialist, Jason Moore, located at the Kalana O Maui County Office Building, 200 South High Street, Wailuku, Hawaii, 96793.

As Mayor of the County of Maui, I expect all County employees, in every capacity to adopt equal opportunity and affirmative action principles in day-to-day activities and employment decisions in order to benefit from our rich culture, and to look for ways to develop avenues of entry, inclusion, and employment mobility for minorities, women, and individuals with disabilities.

Executed this 4 day of ~~June~~ July 2021.

A handwritten signature in black ink that reads "Michael P. Victorino". The signature is written in a cursive style with a horizontal line underneath the name.

Michael P. Victorino
Mayor, County of Maui