

**DELAWARE COUNTY COMMISSIONERS**  
**RESOLUTION APPROVING AMENDMENT TO THE COUNTY PERSONNEL**  
**HANDBOOK**

WHEREAS, the Board of Commissioners of Delaware County have adopted a County Personnel handbook for the conduct of employees in the workplace;

WHEREAS, the Delaware County Commissioners believe that the County Personnel Handbook should be amended from time to time;

NOW THEREFORE BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF DELAWARE COUNTY, INDIANA:

1. The Delaware County Personnel Handbook shall be amended as follows:

- A. Add a new section:

**1.2 Equal Treatment of All People**

The Board of Commissioners of Delaware County have adopted Resolution 2020-30 which asserts the requirement that all County employees, personnel, Vendors and contractors are to conduct their business without decisions or policies based upon race, gender, religion, sexual orientation or national origin in all aspects of County business and decisions

Any employee, Vendor, contractor or sub-contractor that fails to abide by this requirement shall be reported to the County's HR Department immediately along with a description of the acts alleged to have occurred. The County HR department shall immediately commence an investigation as to the allegations. All County employees, contractors, Vendors and sub-contractors shall be required to participate fully and completely in the investigation. Any reluctance or failure to cooperate in the investigation shall be reasons for discharge, cancelation of contract or rescission of any agreement conducting business with the County.

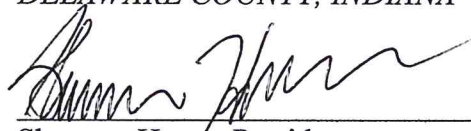
- B. Add a new section in Group II offense for discipline of an employee for the following conduct:

28. Any action, conduct, decision or event that exhibits any treatment of any employee, member of the public, contractor, contractor's employees or any other person that disparages a person based upon their race, gender, sexual orientation, religion or national origin in any way.

2. This resolution shall be effective upon passage.

ADOPTED this 21 day of September, 2020

*BOARD OF COMMISSIONERS OF  
DELAWARE COUNTY, INDIANA*



Shannon Henry, President



James King, Vice President



Sherry Riggin, Commissioner

*Attest:*



Steven Craycraft, Auditor  
Delaware County, Indiana