



Fulton County

Legislation Details (With Text)

File #: 23-0341 **Version:** 1 **Name:**
Type: CM Action Item - Open & Responsible Government **Status:** Passed
File created: 4/24/2023 **In control:** Board of Commissioners
On agenda: 5/17/2023 **Final action:** 5/17/2023
Title: Request approval of updates to the Equal Employment Opportunity and Prejudicial Acts Policy (103-16) to ensure compliance with the Fulton County Crown Act, BOC Resolution 23-0166 and Georgia HB 1390. (APPROVED)

Sponsors:

Indexes:

Code sections:

Attachments: 1. 103 - EEO and AH Prejudicial Acts Policy - 2023 Update, 2. 103 - EEO and AH Prejudicial Acts Policy - FCAO + DCRC Edits 3.9.23 (003)

| Date | Ver. | Action By | Action | Result |
|-----------|------|------------------------|---------|--------|
| 5/17/2023 | 1 | Board of Commissioners | approve | Pass |

Department

Human Resources Management

Requested Action *(Identify appropriate Action or Motion, purpose, cost, timeframe, etc.)*

Request approval of updates to the Equal Employment Opportunity and Prejudicial Acts Policy (103-16) to ensure compliance with the Fulton County Crown Act, BOC Resolution 23-0166 and Georgia HB 1390. (APPROVED)

Requirement for Board Action *(Cite specific Board policy, statute or code requirement)*

Fulton County Crown Act, BOC Resolution 23-0166 and Georgia HB 1390.

Strategic Priority Area related to this item *(If yes, note strategic priority area below)*

Open and Responsible Government

Commission Districts Affected

- All Districts
- District 1
- District 2
- District 3
- District 4
- District 5
- District 6

Is this a purchasing item?

No

Summary & Background *(First sentence includes Agency recommendation. Provide an executive summary of the action that gives an overview of the relevant details for the item.)*

The Department of Human Resources Management and the Department of Diversity and Civil Rights Compliance request approval of an update to the Equal Employment Opportunity and Prejudicial Acts Policy (103-16) to ensure compliance with the Fulton County Crown Act, BOC Resolution 23-0166 and Georgia HB 1390. The proposed policy update clarifies that the County's prohibition against discrimination includes discrimination based on hair texture, protective hair styles, and cultural hairstyles. It further clarifies that the protections against retaliation for complaining about discriminatory behavior described in the Equal Employment Opportunity and Prejudicial Acts Policy (103-16) extend to individuals working for the County in a similar capacity to employees pursuant to HB 1390.