# 3-01/121.00 - Policy of Equality

All Department members are required to conduct themselves in accordance with the entirety of this Policy of Equality, and all applicable local, county, state, and federal laws.

PURPOSE

This policy is intended to preserve the dignity, respect, and professionalism of the workplace as well as protect the right of employees to be free from discrimination, harassment, retaliation, and inappropriate conduct toward others based on a state or federal protected characteristic. Discrimination, harassment, retaliation, and inappropriate conduct toward others are absolutely contrary to the values of the Department and to the law enforcement profession as a whole. Discrimination, harassment, and retaliation are also illegal under local, county, state, and federal law.

The Department will not tolerate unlawful discrimination on the basis of the following **protected characteristics**:

- Age (40 and over);
- Ancestry;
- Color;
- Denial of family and medical care leave;
- Disability (physical and mental, including HIV and AIDS);
- Ethnicity;
- Gender identity/gender expression;
- Genetic information;
- Marital status;
- Medical condition (genetic characteristics, cancer, or a record or history of cancer);
- Military or veteran status;
- National origin (including language use restrictions);
- Race;
- Religion (includes religious dress and grooming practices);
- Sex/gender (includes pregnancy, childbirth, breastfeeding, and/or related medical conditions);
- Sexual orientation; and
- Any other characteristic protected by state or federal law.

The Department will not tolerate unlawful harassment or retaliation. As a preventive measure, the Department also will not tolerate inappropriate conduct toward others based on a protected characteristic, even if the conduct does not meet the legal definition of discrimination, harassment, or retaliation.

All Department members are responsible for conducting themselves in accordance with this policy and its associated procedures. Violation of the policy and/or procedures will lead to prompt and appropriate Departmental action including, but not limited to, counseling, training, written reprimand, suspension, demotion, and/or discharge.

Managers, supervisors, co-workers, and third-parties are prohibited from engaging in unlawful behavior under the Fair Employment and Housing Act.