

- A. EQUAL EMPLOYMENT OPPORTUNITY:** The Superior Court shall administer the Personnel System in a manner consistent with federal, state and local laws, rules and regulations concerning equal employment opportunity.

All decisions and procedures regarding recruitment, selection, promotion and other terms and conditions of employment shall be made without discrimination on the basis of race, color, sex, gender, sexual orientation, age, national origin, ethnicity, disability, political or religious affiliation, veteran's status, genetic information, marital status, or socioeconomic status, and shall be in compliance with equal employment laws, the Americans with Disabilities Act as amended and all other applicable federal and state laws (these categories are collectively referred to in this policy as "Protected Class).

- B. PROHIBITION OF DISCRIMINATION AND HARASSMENT:** Discrimination and harassment based on a Protected Class is a form of illegal discrimination which violates the law and spirit of Judicial employment. The Court has a program to prevent discrimination and harassment, including a policy on the Court's prohibition of discriminating and harassing behavior; a training program for elected officials, supervisory and non-supervisory personnel; and prompt remediation and correction of any known instances of discrimination and harassment. Individuals employed by the Court who are found to have engaged in discriminating and harassing behavior as defined by this Rule may be subject to discipline, up to and including dismissal.

- C. DISABILITY ACCOMMODATION:** The Superior Court is committed to compliance with the Americans with Disabilities Act (ADA), including ensuring access to employment opportunities for qualified individuals with disabilities. Hiring procedures will be reviewed on an ongoing basis to determine continuing compliance with the provisions of the ADA, and changes made where indicated. The Superior Court does not discriminate based on actual or perceived disability or association with an individual who is disabled under the ADA. The Court will endeavor to work with qualified employees and applicants with disabilities in seeking to identify and implement reasonable and effective accommodations where such accommodations do not place an undue hardship on the Court.

- D. IMMIGRATION LAW COMPLIANCE:** The Superior Court is committed to employing only United States citizens and aliens who are authorized to work in the United States. The Superior Court, however, does not discriminate on the basis of citizenship or national origin. In compliance with the Immigration Reform and Control Act of 1986, each new employee, as a condition of employment, must complete the Employment Eligibility Verification Form I-9 and present documentation establishing identity and employment eligibility. Former employees who are rehired must also complete the form if they have not filed one with the Superior Court within the past three (3) years or if their previous I-9 is no longer retained or

**ARTICLE 1.**  
**RULE 106.**

**GENERAL**  
**NONDISCRIMINATION**

**EFFECTIVE DATE: 05/04/98**  
**REVISED DATE: 10/30/18**

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valid. Employees who have questions or seek more information on immigration law issues are encouraged to contact their Division Head. Employees may raise questions or complaints about immigration law compliance without fear of reprisal.