

**BAY COUNTY ROAD COMMISSION**  
**EQUAL EMPLOYMENT OPPORTUNITY POLICY**

It is the policy of the Board of County Road Commissioners of the County of Bay to provide equal opportunity in its employment on the basis of merit and fitness, and without discrimination because of race, color, religion, sex, national origin, physical handicap, height, weight, marital status, age, or political affiliation (except where age, sex, or lack of physical handicap constitute a bona fide occupational qualification). The Board of County Road Commissioners does hereby reaffirm its policy to ensure equal opportunity in employment for all persons and to provide, to the maximum extent possible, the same employment, placement, hiring, training, promotion, and salary opportunities without regard to race, color, religion, sex, national origin, physical handicap, height, weight, marital status, age, political affiliation, or any other non-merit factor.

The Finance Director is hereby appointed the Equal Employment Opportunity Officer of this Commission.