

SAN MATEO COUNTY
MENTAL HEALTH SERVICES DIVISION

DATE: May 20, 1992

MENTAL HEALTH POLICY No.: 92-03

SUBJECT: Affirmative Action

AUTHORITY: Departmental

SUPERSEDES: Affirms Prior Policy

See attached policy:

MENTAL HEALTH SERVICES DIVISION

AFFIRMATIVE ACTION POLICY STATEMENT

The Mental Health Services Division of the San Mateo County Department of Health Services is an equal opportunity employer committed to fair and equitable selection procedures and practices. The Division declares that it is fair and equitable in all relations with county employees and applicants for employment without regard to age (over 40), ancestry, creed, color, disability, marital status, veteran status, medical condition, national origin, political or religious affiliation or lack thereof, race, sex, sexual orientation, or union membership. (See appendixes for specific county policy statements on disabilities, sexual harassment and AIDS/HIV disease.)

Affirmative Action directly relates to our Division's mission of increasing our cultural competence. This competence allows our organization to value diversity, maximize the talent of our diverse staff and strive towards congruency in providing services to the various minority communities of our county. Essential to this mission is the acceptance of all languages spoken in the workplace and the capacity to meet the language needs of our consumers (County Policy statement on Language in the Workplace is being developed and will be attached to our 1992-94 revised Affirmative Action Plan).

Equal employment opportunity can best be accomplished through a carefully planned affirmative action program that includes positive steps to remove conditions that could result in unlawful employment discrimination. The Mental Health Services Division program also includes measures to recruit, hire, retain and promote persons whose

cultural/ethnic, experiential, or linguistic backgrounds facilitate the provision of clinically responsive services to all population groups in San Mateo County. Furthermore, the Division and its regional and countywide service teams identifies the importance of utilizing bilingual and/or bicultural persons in all position classifications. In order to hire and retain such persons, the department in conjunction with the Human Resources Department seeks to 1) specify and implement recruitment strategies to attract qualified individuals of the protected groups listed in paragraph 1, and 2)

promote and encourage employee use of the county's education and training opportunities in order to be better qualified for promotions.

I am committed to the implementation of this Affirmative Action policy statement and expect all employees of the Division of Mental Health.

Services to support me in attaining the goals contained herein and those of the County's Affirmative Action Plan.

Sincerely,

Gale Bataille, Director
Mental Health Services Division

Date

Director
Health Services Department

Date

Reviewed and Reformatted: 07-05 kc