

Equal Employment Opportunity Program Policy Statement (EEOP)

Minnehaha County recognizes the importance of ensuring an environment where all individuals are provided with equal opportunity. In an effort to ensure nondiscrimination and equal treatment, the County and its Commissioners will strive to ensure procedures to promote the process of equal opportunity in hiring and employment.

As a subrecipient of the STOP-P grant, Minnehaha County acknowledges our obligation to develop and submit an EEOP for 2023. The EEOP Verification Form, EEOP Utilization Report¹, and EEOP Policy Statement were prepared and submitted in October 2023 to meet this requirement. Minnehaha County is committed to the objectives and steps outlined in the EEOP and will continue to collect the necessary data and support actions that encourage the recruitment and employment of qualified individuals in protected classes. The EEOP Verification Form, Utilization Report, and Policy Statement are available upon request made to the Minnehaha County Human Resources Department.

In addition to the EEOP, Minnehaha County's workforce demographics are compiled and analyzed to ensure the data reflects the County's commitment to equal opportunity for all its applicants and employees. Workforce and recruitment data is collected and analysis is conducted by EEO category, race/ethnicity, and gender for individuals in four protected categories: females, minorities, individuals with disabilities, and protected veterans.

For more information, please contact the Human Resources Office.

Equal Employment Opportunity

In compliance with Title VII of the Civil Rights Act of 1964, consistent with the intent of the South Dakota Human Relations Act of 1972 and SDCL 20-13-10, and in accordance with state and federal law, it is the policy of the County to provide equal employment opportunities to all persons irrespective of race, color, religion or creed, national origin or ancestry, citizenship, sex or gender including pregnancy, sexual orientation and gender identity, marital status, age, disability, veteran's status, genetic information, or any other legally protected status. Adverse or unequal treatment based on these factors is prohibited in regard to all aspects of employment including, but not limited to, recruitment, selection, hiring, promotion, demotion, transfer, layoff, recall, termination, rates of pay or other forms of remuneration, selection for training, and in the offering of employment opportunities, benefits and services.

The County's Equal Employment Opportunity Complaint Procedures are available for individuals to address alleged violations of this policy. For more information, contact the Human Resources Office.

¹ This Report was formulated by the utilization of the Office for Civil Rights EEOP Report Builder. As of September 5, 2025, the Report Builder is not active and OCR has stated it will not collect or review EEOP submissions from grant recipients.