



# Chatham County Equal Opportunity (EEO) Plan 2026-2028

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EEO & Community Engagement Officer**

# EEO Statement

## 2024 Updated EEO Statement:

Chatham County Government is committed to fostering a diverse workforce that enhances the quality and perspective of the services we deliver to our residents and visitors. Our policy is grounded in the principle of treating all employees and applicants fairly and equitably, while respecting their privacy and constitutional rights. We strive to ensure equal pay for work of equal value and to acknowledge outstanding performance in all personnel transactions. Furthermore, we are dedicated to promoting equal employment opportunities, regardless of race, sex, sexual orientation, gender expression, color, religion, national origin, disability, age, protected veteran status, or any other non-merit factor.

Exceptions to this plan are only made where religion or sex constitute bona fide occupational qualifications required by business necessity, and where disability does not unreasonably hinder satisfactory job performance, with or without accommodations. Chatham County is fully committed to safeguarding employees against discrimination permitted by law, based on race, color, gender identity, age, disability, genetic information, marital status, political affiliation, whistleblower activity, parental status, and military service (past, present, or future). Furthermore, we prohibit retaliation against individuals for participating in Equal Employment Opportunity (EEO) activities or opposing discriminatory practices.

# Goals & Objectives

Over the next four (4) years, the County will implement inclusive, job-related recruitment and engagement strategies designed to broaden applicant pools across job categories, consistent with merit-based selection principles and applicable federal and state law.

Chatham County will regularly review employment policies, practices, and procedures to ensure they are neutral, job-related, and free from artificial or unnecessary barriers to employment opportunities, including recruitment, hiring, promotion, transfer, and professional advancement. All employment decisions will continue to be based on qualifications, experience, and job-related criteria.

## Objective 1

Strengthen recruitment and outreach strategies to broaden applicant pools across all job categories within the Chatham County organization.

## Objective 2

Expand awareness of and access to leadership and advancement opportunities within the Officials/Administrators job category.

# EEO Working Group Charter

## I. Purpose

The purpose of the Equal Employment Opportunity (EEO) Working Group is to support the consistent, fair, and legally compliant implementation of Chatham County's Equal Employment Opportunity (EEO) Plan. The Working Group serves in an **advisory and evaluative capacity** by reviewing policies, procedures, and employment-related practices to identify opportunities to strengthen access, consistency, transparency, and civility across the organization.

The Working Group focuses on **systems, processes, and aggregate data**, rather than individual employment actions, and supports continuous improvement in alignment with applicable federal and state nondiscrimination laws and County policies.

# EEO Working Group Charter

## II. Authority

- ❑ The EEO Working Group is established by the County Manager and operates under the oversight of the County's EEO Officer, in coordination with the Human Resources and Risk Management Department.
- ❑ The Working Group **does not** have authority to make individual employment decisions, conduct investigations, adjudicate complaints, or establish hiring or promotion preferences. All recommendations are subject to review and approval through established County governance processes.

## IV. Membership

- ❑ Membership shall be cross-functional and drawn from a range of County departments and job functions based on organizational role, subject-matter expertise, and operational perspective, including both front-line and management roles.

# EEO Working Group Members

<b>Brenda Clegg</b>	EEO & Community Engagement Officer
<b>Nellie Benitez</b>	Lead and Focus on Fathers Program Specialist IV, Health Department
<b>Julie Farrington-Cheek</b>	Safety & Risk Management Manager
<b>Renita Foxx</b>	Court Programs Director, Diversion & Advocacy Programs
<b>Brenton Hart</b>	Policy Analyst
<b>Sammy Lassiter</b>	Facilities- Housekeeping
<b>Kevin Lindley</b>	Environmental Quality & Sustainability Director
<b>Chance Mullis</b>	Assistant Planning Director
<b>Rita Van Duinen</b>	Branch Manager, Chatham Community Library
<b>Jennifer Yancey</b>	Community Employment Case Manager, Social Services

# Questions





Request Approval:

Chatham County  
Equal  
Opportunity  
(EEO) Plan  
2026-2028