



STATE OF MARYLAND
OFFICE OF THE ATTORNEY GENERAL

NON-DISCRIMINATION POLICY STATEMENT

I. PURPOSE

The purpose of this Statement is to affirm the commitment of the Attorney General to the principles of non-discrimination, equal employment opportunity, and affirmative action and to provide for the observance and enforcement of those principles in the Office of the Attorney General.

II. POLICY

A. In the Office of the Attorney General appointments, assignments, promotions, terminations, and other disciplinary actions shall be made without regard to political or religious opinion or affiliation, marital status, race, color, creed, national origin, gender, sexual orientation, physical or mental disability, or age, except when disability involves a bona fide job requirement.

B. Katherine Winfree, Chief Deputy Attorney General, John B. Howard, Jr., Deputy Attorney General, Beverly M. Pivec, Director of Administration and Yolanda Colkley, Fair Practices Coordinator will review and monitor personnel activities (such as new hires, reclassifications, transfers and promotions) to ensure the equitable consideration of all qualified applicants.

C. Any employee or volunteer who is aware of or who believes that he or she has been subjected to discrimination prohibited by this policy should notify Yolanda Colkley, Fair Practices Coordinator, Beverly M. Pivec, Director of Administration, Katherine Winfree, Chief Deputy Attorney General, John B. Howard, Jr., Deputy Attorney General or Peter Killough, EEO Officer.

D. Any employee or volunteer who discriminates, harasses, intimidates, retaliates, or who interferes in any way with the creation and maintenance of a fair working environment must understand that this conduct will not be tolerated.

E. Any employee or volunteer who believes that he or she has been subjected to unlawful discrimination may file a complaint of discrimination with the appropriate State and Federal enforcement agencies.

III. RESPONSIBILITY

Management at every level will be held accountable for upholding and implementing the letter and spirit of this policy; maintaining a work atmosphere free of discrimination; and using every opportunity to achieve the objectives of this policy.