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## NON-DISCRIMINATION POLICY STATEMENT

The Florida Department of Juvenile Justice (FDJJ) fully recognizes that equal employment opportunity is the law and is committed to the principle of equal employment opportunity in all employment practices, privileges, and benefits.

The Department of Juvenile Justice assures to each applicant and employee an equal employment opportunity without regard to that person's age, race, color, sex, religious creed, national origin, political opinions, affiliations, marital status, or disability, except when such requirement constitutes a bona fide occupational qualification necessary to perform the tasks associated with the position. Equal employment opportunity shall apply to agency practices relating to recruitment, examination, appointment, training, promotion, demotion, compensation, retention, discipline, separation, and all other employment practices, privileges, and benefits.

The Equal Employment Opportunity (EEO) Officer is hereby delegated the authority to incorporate a comprehensive Affirmative Action Plan into the structure of the Department. This plan will effectively enable the agency's managers, supervisors, and all personnel to promote and achieve equal employment opportunity in their respective work units.

The Department of Juvenile Justice subscribes to and vigorously implements the requirements of Title VII of the Civil Rights Act of 1964, as amended; The Age Discrimination in Employment Act of 1967, as amended; The Equal Pay Act of 1963, as amended; The Rehabilitation Act of 1973, as amended; The Americans with Disabilities Act of 1990, as amended; The Florida Civil Rights Act of 1992, as amended, and other applicable employment laws.

Each of us is responsible for ensuring that discrimination does not occur.

A handwritten signature in cursive script that reads "Derrick D. Elias".

Derrick D. Elias  
EEO Officer

A handwritten signature in cursive script that reads "Wansley Walters".

Wansley Walters  
Secretary