

EEO Utilization Report

Organization Information

Name: Morgan County Government

City: Martinsville

State: IN

Zip: 46151

Type: County/Municipal Government

Section 1: EEO Policy Statement

Policy Statement:

Morgan County Government is an equal opportunity employer. In accordance with anti-discrimination law, it is the purpose of this policy to effectuate these principles and mandate. Morgan County Government prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law. Morgan County Government conforms to the spirit as well as to the letter of all applicable laws and regulations.

Section 5: Narrative Interpretation of Data

Morgan County Government administers the EEO policy fairly and consistently by:

▪ Posting all required notices regarding employee rights under EEO laws in areas highly visible to employees.

▪ Advertising for job openings with the statement "We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law."

▪ Posting all required job openings internally and externally (on the Countys website, recruiting websites and other appropriate places).

▪ Forbidding retaliation against any individual who files a charge of discrimination, opposes a practice believed to be unlawful discrimination, reports harassment, or assists, testifies or participates in an EEO agency proceeding.

▪ Requires employees to report to a member of management, an HR representative or the general counsel any apparent discrimination or harassment. The report should be made within 48 hours of the incident.

▪ Promptly notifies the general counsel of all incidents or reports of discrimination or harassment and takes other appropriate measures to resolve the situation.

Section 6: Objectives and Steps

1. Posting all required notices regarding employee rights under EEO laws in areas highly visible to employees.

a. Advertising for job openings with the statement "We are an equal opportunity employer and all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, genetic information, protected veteran status, or any other characteristic protected by law."

b. Posting all required job openings internally and externally (on the Countys website, recruiting websites and other appropriate places).

c. Forbidding retaliation against any individual who files a charge of discrimination, opposes a practice believed to be unlawful discrimination, reports harassment, or assists, testifies or participates in an EEO agency proceeding.

d. Requires employees to report to a member of management, an HR representative or the general counsel any apparent discrimination or harassment. The report should be made within 48 hours of the incident.

e. Promptly notifies the general counsel of all incidents or reports of discrimination or harassment and takes other appropriate measures to resolve the situation.

Section 7: Dissemination Strategy: Internal

The officers of Morgan County Government will be responsible for the dissemination of this policy. Directors, managers and supervisors are responsible for implementing equal employment practices within each department. The HR department is responsible for overall compliance and will maintain personnel records in compliance with applicable laws and regulations.

Section 7: Dissemination Strategy: External

The EEO Utilization Report will be presented in a public meeting for the Commissioners. Anyone in the public can look at these meetings online or attend them. This will also be placed in 2 different spots on our county website.

Utilization Analysis Chart
Relevant Labor Market: Morgan County
, Indiana

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other
Officials/Administrators														
Workforce #/%	9/60%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	5/33%	1/7%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,040/58%	0/0%	0/0%	0/0%	15/1%	0/0%	0/0%	685/38%	15/1%	0/0%	0/0%	40/2%	0/0%	0/0%
Utilization #/%	2%	0%	0%	0%	-1%	0%	0%	-5%	6%	0%	0%	-2%	0%	0%
Professionals														
Workforce #/%	45/42%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	62/58%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,155/37%	45/1%	4/0%	0/0%	10/0%	0/0%	20/1%	1,755/56%	0/0%	65/2%	0/0%	30/1%	0/0%	30/1%
Utilization #/%	5%	-1%	-0%	0%	-0%	0%	-1%	2%	0%	-2%	0%	-1%	0%	-1%
Technicians														
Workforce #/%	5/71%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	2/29%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,170/50%	50/2%	145/6%	0/0%	120/5%	0/0%	0/0%	735/32%	30/1%	55/2%	0/0%	10/0%	0/0%	4/0%
Utilization #/%	21%	-2%	-6%	0%	-5%	0%	0%	-3%	-1%	-2%	0%	-0%	0%	-0%
Protective Services: Sworn														
Workforce #/%	93/73%	0/0%	0/0%	0/0%	0/0%	0/0%	1/1%	34/27%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	245/84%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	45/16%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	-12%	0%	0%	0%	0%	0%	1%	11%	0%	0%	0%	0%	0%	0%
Protective Services: Non-sworn														
Workforce #/%	40/53%	2/3%	0/0%	0/0%	0/0%	0/0%	0/0%	34/45%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	4/7%	0/0%	0/0%	0/0%	0/0%	0/0%	10/17%	45/76%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	46%	3%	0%	0%	0%	0%	-17%	-32%	0%	0%	0%	0%	0%	0%
Administrative Support														
Workforce #/%	4/5%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	71/95%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	950/24%	70/2%	80/2%	0/0%	55/1%	0/0%	20/1%	2,710/68%	30/1%	0/0%	0/0%	0/0%	0/0%	55/1%
Utilization #/%	-19%	-2%	-2%	0%	-1%	0%	-1%	26%	-1%	0%	0%	0%	0%	-1%
Skilled Craft														

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other
Workforce #/%	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN	0/NaN
CLS #/%	1,410/92%	35/2%	35/2%	0/0%	0/0%	0/0%	10/1%	40/3%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN	NaN
Service/Maintenance														
Workforce #/%	42/84%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	8/16%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	2,165/45%	200/4%	70/1%	10/0%	0/0%	0/0%	20/0%	2,065/43%	110/2%	50/1%	10/0%	40/1%	0/0%	20/0%
Utilization #/%	39%	-4%	-1%	-0%	0%	0%	-0%	-27%	-2%	-1%	-0%	-1%	0%	-0%

Significant Underutilization Chart

Job Categories	Male							Female						
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races/Other
Protective Services: Sworn	✓													
Protective Services: Non-sworn							✓	✓						
Administrative Support	✓													
Service/Maintenance								✓						

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

S. Darse Fry

[signature]

HR Director

[title]

March 11, 2024

[date]