

AFFIRMATIVE ACTION POLICY STATEMENT

THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY. THE DOCUMENT DOES NOT CREATE ANY CONTRACTUAL RIGHTS OR ENTITLEMENTS. THE AGENCY RESERVES THE RIGHT TO REVISE THE CONTENT OF THIS DOCUMENT, IN WHOLE OR IN PART. NO PROMISES OR ASSURANCES, WHETHER WRITTEN OR ORAL, WHICH ARE CONTRARY TO OR INCONSISTENT WITH THE TERMS OF THIS PARAGRAPH CREATE ANY CONTRACT OF EMPLOYMENT.

Our sincere commitment to both effective business management and equitable treatment of our employees requires that we present this policy statement as an embodiment of that commitment to the fullest. The S.C. Forestry Commission prohibits discrimination based on race, color, religion, sex, national origin, age, physical disability, or political affiliation.

Employees are our most valuable resource and our policy is that equal employment opportunity be provided to all present and prospective employees regardless of race, color, religion, sex, national origin, age, physical disability or political affiliation. This policy applies to all personnel actions including, but not limited to, recruiting, hiring, classification/compensation, benefits, promotions, transfers, layoffs, and educational, social or recreational programs of this agency.

We have developed an affirmative action plan to help us achieve our goal of equal employment opportunity for all. Members of our Board have reviewed the plan and are committed to implementing the goals and timetables established in the plan. Lynn Rivers, Human Resources Director, is our Affirmative Action Officer and has overall responsibilities for implementation of our affirmative action plan. These responsibilities include development of specific goals and timetables, reporting progress to the State Forester, and upon request, reporting progress to members of the Board.

The affirmative action program will remain in effect until such goals are achieved, and we expect the full cooperation all managers, supervisors, and other employees in this program.



Chairman, Board of Commissioners

1/17/2013

Date



State Forester/Agency Director

1/3/13

Date