

RESOLUTION NO. 2-2018

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE BASS LAKE
CONSERVANCY DISTRICT ESTABLISHING AN EQUAL EMPLOYMENT
OPPORTUNITY POLICY**

WHEREAS, the Bass Lake Conservancy District (the "District") is a conservancy district created and existing pursuant to the laws of the State of Indiana; and

WHEREAS, in order to assist the District with accomplishing its statutory purposes it employs both full-time and part-time employees; and

WHEREAS, as a result of the foregoing, the Board of Directors (the "Board") of the District believes that it is important that the District have in place an equal employment opportunity policy; and

WHEREAS, the Board is desirous of adopting this Resolution in order to establish a formal written equal employment opportunity policy for the District.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE BASS LAKE CONSERVANCY DISTRICT, AS FOLLOWS:

1. Incorporation of Recitals. The foregoing recitals (or "whereas clauses") are incorporated by reference into this Resolution as findings of fact.
2. Applicability. This Resolution applies to all of the members of the Board of Directors and all full-time and part-time employees of the District.
3. Equal Employment Opportunity Policy. The Bass Lake Conservancy District provides equal employment opportunities ("EEO") to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, genetics or veterans status. In addition to federal law requirements, the Bass Lake Conservancy District complies with applicable state and local laws governing non-discrimination in employment. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, lay-off, recall, transfer, leaves of absence, compensation and training.

The Bass Lake Conservancy District expressly prohibits any form of workplace harassment based on race, color, religion, gender, sexual orientation, national origin, age, disability, genetics or veterans status. Improper interference with the ability of Bass Lake Conservancy District employees to perform their job duties may result in discipline up to and including discharge.


5. Repealer. All resolutions inconsistent with or in conflict with the terms of this Resolution are of no further force and effect and are specifically repealed.

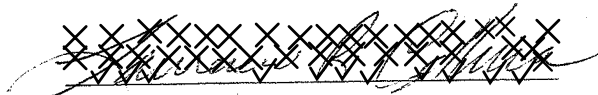
6. Severability. If any part, clause or portion of this Resolution shall be adjudged invalid or unconstitutional, such invalidity or unconstitutionality shall not affect the validity or constitutionality of this Resolution as a whole or any part, clause or portion of this Resolution.


7. Effective date. This Resolution shall be in full force and effect from and after its passage and adoption by the Board of Directors of the Bass Lake Conservancy District.

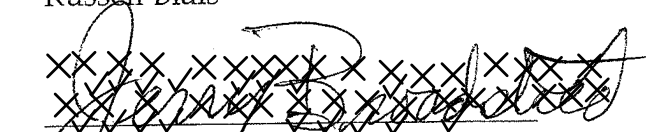
Adopted this 21st day of May, 2018, by a vote of all members present and voting.

**BOARD OF DIRECTORS OF THE BASS LAKE
CONSERVANCY DISTRICT**



Gene Novello


Larry Collura


Russell Blais


Jerry Broadstreet

ATTEST:


6-18-2018

