



DISCRIMINATION IS AGAINST THE LAW!

Types of Illegal Discrimination

- Race/Color
- Sex (*including pregnancy and sexual orientation/gender identity*)
- Age (*40 and over*)
- National Origin
- Disability
- Religion
- Genetic Information
- Veteran Status

Types of Issues

- Retaliation for filing a discrimination complaint
- Workplace Harassment
- Sexual Harassment
- Failure to Hire/Promote
- Demotion/Termination/Layoff
- Equal Pay
- Job Assignment
- Training
- Benefits
- Other terms or conditions of employment

Methods of Filing a Discrimination Complaint

- Email: equityandinclusion@jccal.org
- U.S. Mail/In Person:
Dr. Lisa L. Burroughs, Chief Equity & Inclusion Officer
Jefferson County Commission
Human Resources, Equity & Inclusion Division
716 Richard Arrington, Jr. Blvd. North | Suite A670
Birmingham, Alabama 35203
- Phone: 205.325.5249
- Office Hours: Monday – Friday 8:00 a.m. – 5:00 p.m.
- Equity & Inclusion Hotline Web: www.jccal.ethicspoint.com
- Equity & Inclusion Hotline Phone: 1-844-759-0034

Resources for CONSENT DECREE

- Affirmative Action Officer (Chief Equity & Inclusion Officer)
- Access to the full Consent Decree
 - JCC Website
 - Your Department or Operational Unit
 - Equity and Inclusion Division

Creating an *Equitable and Inclusive Environment*
TOGETHER