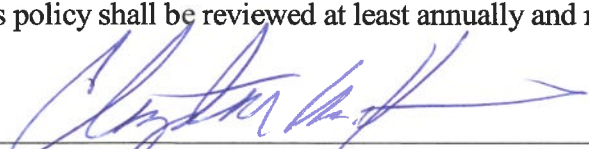


<p>ANNE ARUNDEL COUNTY DEPARTMENT OF DETENTION FACILITIES</p> <p>ADMINISTRATIVE DIRECTIVE</p>	<p>AD NO. 03.20 DATE: December 14, 2022 SUBJECT: Personnel TITLE: Non-Discrimination & Non-Harassment FOR PUBLIC RELEASE: Yes</p>
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- I. Reference: MCCS: .08A, .08D, .08E; ADs 01.02, 01.04, 01.13, 03.01, 03.06, 03.39; Anne Arundel County Employee Relations Manual (ERM) K-01; Anne Arundel County Code Article 6, Section 1-102.
- II. Applicable to: Anne Arundel County Department of Detention Facilities (AACDDF).
- III. Purpose: To provide all AACDDF Staff with guidance and direction relating to equal employment opportunities and the County's policy against discrimination and harassment based on gender, race, color, national origin, religion, age, disability, sexual orientation, gender identity or expression, marital or family status, genetic information, veteran's status, or any other characteristic protected under applicable County, State of Maryland and Federal laws.
- IV. Policy: The AACDDF is committed to a workplace free from discrimination and harassment. It shall be the policy of the AACDDF to adhere to and make available to all employees K-01 of the Employee Relations Manual and that all employees review and acknowledge this policy on an annual basis as part of their annual employee evaluation.

This policy shall be reviewed at least annually and revised as necessary.



Christopher Klein
Superintendent

Rescinds: AD 3.20 dated December 11, 1998
AD 3.20 dated September 20, 2004
AD 3.20 dated October 20, 2009
AD 03.20 dated September 20, 2022