

Subject:		Issued By:	
<b>AFFIRMATIVE ACTION PROGRAM</b>		HUMAN RESOURCES	
		Approved By: Kathleen R. Hurtado President & CEO	
Policy #:	Issue Date:	Revised Date:	Effective Date:
501	December 1, 1984	June 23, 2005	July 15, 2005

Reference:  
Revised and adapted from LAC + USC Healthcare Network Policy #501.

**PURPOSE**

To increase the representation of ethnic minority groups and women in job categories where they are underrepresented, and in which we anticipate a realistic opportunity to make Affirmative Action appointments.

**POLICY**

HRA shall afford equal employment opportunity to all persons and maintain an Affirmative Action Program of whatever scope necessary to achieve and maintain a workforce that is balanced for ethnic minority groups and women, based upon their representation in the County’s population and their availability.

**RESPONSIBILITY**

President & CEO  
Supervisors  
Human Resources  
All Staff-members

**REFERENCES**

DHS Policy #707