



Equal Employment Opportunity and Affirmative Action Policy Statement

It is Revenue's policy to ensure equal employment opportunity for all qualified individuals in agency practices relating to recruitment, examination, appointment, training, promotion, demotion, compensation, retention, discipline, separation and other employment practices. Revenue affords equal protection against discrimination to job applicants as it does for Revenue employees. Revenue's employment practices utilize both objective and subjective merit principles and are not influenced by any person's age, race, sex, color, religion, national origin, marital status, handicap/disability or genetic information.

Revenue will also assure that any qualified, disabled employee or applicant who can perform the essential functions of a job with or without reasonable accommodation will have an equal opportunity with respect to all employment practices specified above in compliance with the [Americans with Disabilities Act \(ADA\)](#), the [Americans with Disabilities Act Amendments Act of 2008 \(ADAAA\)](#) and the [Florida Civil Rights Act of 1992](#).

Revenue is committed to a balanced, diverse work force. It develops and implements an affirmative action plan to:

- Eliminate or correct actual or potential disparate treatment and discriminatory practices.
- Expand employment opportunities.
- Establish placement goals to ensure full utilization of women and minorities underrepresented in its workforce.
- Produce measurable results to ensure that its workforce is representative of the labor market and the communities we serve.

Revenue's Executive Director appoints an Equal Employment Opportunity and Affirmative Action (EEO/AA) Officer who determines the agency's goals and monitors compliance in conformance with [Section 110.112, Florida Statutes](#) and [Rule 60L-40.002, Florida Administrative Code](#). Where a goal is established, Revenue is responsible for developing action-oriented steps to increase the recruitment and training of minorities or women or both. The EEO/AA Officer provides consultation to supervisors regarding progress, deficiencies, and appropriate corrective action.