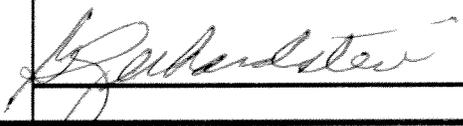


POSITION DESCRIPTION		AGENCY/DEPT ID DAS/104200
DIVISION OR INSTITUTION Human Resources Division	UNIT OR OFFICE Affirmative Action/Equal Employment Opportunity Unit	COUNTY OF EMPLOYMENT Franklin

POSITION NUMBER 20006004	<input type="checkbox"/> Reclassification <input type="checkbox"/> New Position <input checked="" type="checkbox"/> Update		Position Hyperlinked to <input type="checkbox"/> Agency Organizational Tree	
	USUAL WORKING TITLE OF POSITION EEO Enforcement Officer		POSITION NO. AND TITLE OF IMMEDIATE SUPERVISOR 20006003 EEO Program Manager	
	<input checked="" type="checkbox"/> Permanent <input type="checkbox"/> Temporary <input type="checkbox"/> Intermittent	<input checked="" type="checkbox"/> Classified <input type="checkbox"/> Unclassified <input type="checkbox"/> Essential	Overtime: <input checked="" type="checkbox"/> Eligible <input type="checkbox"/> Exempt If FLSA Exempt, exemption type:	Bargaining Unit 14 Page 1 of 2
	NORMAL WORKING HOURS (Explain unusual or rotating shift): FROM: 8:00 a.m. TO: 5:00 p.m.			

JOB DESCRIPTION AND WORKER CHARACTERISTICS

%	Job Duties in Order of Importance	Knowledge, Skills & Abilities
30	Under direction of EEO Program Manager, monitors multiple state agencies for compliance with Equal Employment Opportunity (EEO) & Affirmative Action regulations & established plans within assigned agencies: monitors development & implementation of EEO & Affirmative Action plan according to government regulations [e.g., Civil Rights Act of 1964, Title 7, Governor's Executive Orders, Administrative Rules 123:1-49-01 through 46, Ohio Revised Code, Age Discrimination Act (ADA), Americans with Disabilities Act of 1990, Genetic Information Non Discrimination Act (GINA), Military Status protection]; monitors development of policies & procedures to assure compliance in recruiting, hiring, & promotional opportunities.	Knowledge of (1) Affirmative Action laws, regulations & procedures; (2) ADA laws, regulations & procedures; (3) EEO laws & regulations (e.g., federal & state); (4) state & federal identified protected classes; (5) interviewing techniques; (6) public/human relations; (7) human resources laws; (8) DAS/EOD policies & procedures*; (9) government structure & process*; (10) employee training techniques. Skill in (11) operation of personal computer & associated hardware/software (e.g., MS Office Suite, OAKS*). Ability to (12) provide effective oral & written communications; (13) develop & present training curriculum & workshops for EEO constituents; (14) define problems, collect complaint data, determine jurisdictional requirements & draw valid conclusions; (15) handle sensitive contacts & inquiries from all state employees, agencies & managerial personnel; (16) prepare investigative or summary reports of findings; (17) obtain & maintain valid driver's license & operate motor vehicle.
30	Receives EEO complaints filed by state of Ohio employees & applicants under rules of Equal Opportunity Division of Ohio Department of Administrative Services: provides counseling (e.g., advises complainants & respondents regarding rights, obligations & EEO processes); answers technical questions regarding EEO issues from internal & external customers, &/or mediates disputes to resolve conflict between parties (e.g., Minority Business Enterprise/Encouraging Diversity).	Knowledge of 1, 2, 3, 4, 5, 6, 7, 8*, 9*, 10 Skill in 11 Ability to 12, 13, 14, 15, 16, 17 *developed after employment

List Position Numbers & Job Titles of Positions Directly Supervised:	SIGNATURE OF AGENCY REPRESENTATIVE 	DATE 10/4/11
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JOB CODE TITLE
 EEO Enforcement Officer

 Appd 10/4/11 BMO
 69171

