

EEO Utilization Report

Organization Information

Name: Clayton County Board Of Commissioners

City: Jonesboro

State: GA

Zip: 30236

Type: County/Municipal Law Enforcement

Step 1: Introductory Information

Policy Statement:

It is the policy of Clayton County Government to comply and cooperate to the fullest extent with all applicable regulations of the Equal Employment Opportunity Provisions of the Civil Rights Act of 1964, Executive Order 11246, the Rehabilitation Act of 1973 (29 U.S.C. 793), the Americans with Disabilities Act (ADA) of June 26, 1990, and the Vietnam Era Veterans Readjustment Assistance Act of 1972, all as amended. This policy pertains, as far as, the responsibility of Clayton County Government is concerned, to any arrangement under which employees, including trainees, are selected for work. It is the policy of Clayton County Government not to discriminate against any employee or applicant for employment because of race, religion, color, age, sex, and national origin, disabilities, sexual orientation, or any protected-class status. Clayton County will take action to assure an equal employment opportunity to all qualified persons or employees. Clayton County, Georgia is an Equal Opportunity Employer. In compliance with the Americans with Disabilities Act, the County will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective and current employees to discuss potential accommodations with the employer.

Step 4b: Narrative of Interpretation

In reviewing the Utilization Analysis Chart, the Clayton County Human Resources Department made the following observations:

The greatest areas of concern for Clayton County are Black/Female Technicians which are underutilized by 13%, Black/Female Protective Services/Sworn-Patrol Officers which are underutilized by 20%, and Black Female Protective Services/Non-Sworn which are underutilized by 16%. Additionally, White/Males are underutilized at 14% in the Officials/Administrators and Skilled Craft Job Categories. Also significant, is the underutilization of the Hispanic/Latino Male at 10% in the Protective Services/SwornPatrol Officers and 10% in the Skilled Craft job category.

In comparing the EEOP Utilization Report submitted to OCR in May 2014, we were able to track significant improvements in the recruitment and retention of Black/Females in the Officials/Administrators, Technicians, and Protective Services Sworn-Officials and White-Black Males and White Female in the Administrative Support Job Categories. Clayton County has a low underutilization percentage rate for White, Hispanic, and Asian females due to constant recruiting and retention efforts. Additionally, the Professional and Service/Maintenance Job Categories remain relatively unchanged noting low utilization percentages for Clayton County.

Step 5: Objectives and Steps

1. The primary objective for Clayton County is to reduce the underutilization of the following: Black-White/Females and Black Males in the Protective Services/Non-Sworn category; White/Females and Hispanic/Males in the Protective Services/Sworn-Patrol category; White-Black/Males in the Administrative Support category; and White Males in the Officials/Administrators and Skilled Craft Job categories.

a. The Clayton County Human Resources will continue to advertise vacant positions on the Countys website, at each County Department and County Library branches, various branches of the Georgia Department of Labor, various recruiting centers for military personnel, such as, American Jobs for Americas Heroes (AJAH), and Georgia Local Government Association (GLGA). Additionally, positions are advertised in the Atlanta Journal and Constitution, Clayton News Daily, various trade publications, Monster, Latin American Association, Hot Jobs, and many others depending on the position.

2. It continues to be the objective of the County to monitor its employment activity to assure all racial and gender groups are represented within Clayton County Government in the numbers and proportions that reflect their representation in the community at large.

a. County will evaluate where we currently advertise positions and seek publications, websites, etc., that target the ethnic groups from which the County needs to attract and recruit; continue to develop partnerships with local organizations and groups to attract all ethnic groups; monitor our workforce statistics to track progress. The Human Resources will continue to conduct cultural diversity and sexual harassment training which is mandatory every 3 years for employees (every year employees are given the policies and required to acknowledge receipt). Supervisors are offered training on effective discipline, interview/hiring, effective leadership, effective communication, sexual harassment prevention, cultural diversity, team building, and many other relevant topics. Department Directors will consider the importance of culturally diverse work place when making hiring decisions.

Step 6: Internal Dissemination

Each Department Director will be given two (2) copies of the Equal Employment Opportunity Plan (EEOP). One (1) copy will be used for the Directors reference and one (1) copy to be posted in the department. Copies will be made available to employees upon request.

Step 7: External Dissemination

A copy of the Equal Employment Opportunity Plan (EEOP) will be placed on the Countys Human Resources website. All advertising, job announcements, etc., will indicate that the County is an Equal Opportunity Employer (EOE).

Utilization Analysis Chart
Relevant Labor Market: Clayton County, Georgia

Job Categories	Male							Female								
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators																
Workforce #/%	35/22%	1/1%	34/22%	0/0%	0/0%	0/0%	0/0%	0/0%	24/15%	0/0%	60/38%	0/0%	0/0%	0/0%	2/1%	0/0%
CLS #/%	3,655/36%	310/3%	1,595/16%	20/0%	185/2%	0/0%	30/0%	35/0%	1,835/18%	190/2%	2,140/21%	0/0%	95/1%	0/0%	0/0%	10/0%
Utilization #/%	-14%	-2%	6%	-0%	-2%	0%	-0%	-0%	-3%	-2%	17%	0%	-1%	0%	1%	-0%
Professionals																
Workforce #/%	89/27%	3/1%	64/19%	0/0%	3/1%	2/1%	1/0%	0/0%	54/16%	5/2%	105/32%	1/0%	3/1%	2/1%	1/0%	0/0%
CLS #/%	4,490/30%	310/2%	2,065/14%	15/0%	250/2%	0/0%	60/0%	60/0%	2,770/18%	185/1%	4,395/29%	0/0%	230/2%	4/0%	175/1%	85/1%
Utilization #/%	-3%	-1%	6%	-0%	-1%	1%	-0%	-0%	-2%	0%	2%	0%	-1%	1%	-1%	-1%
Technicians																
Workforce #/%	62/42%	0/0%	38/26%	0/0%	1/1%	1/1%	1/1%	0/0%	10/7%	1/1%	32/22%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	465/24%	20/1%	340/18%	4/0%	20/1%	0/0%	0/0%	4/0%	295/15%	0/0%	670/35%	0/0%	100/5%	0/0%	0/0%	0/0%
Utilization #/%	18%	-1%	8%	-0%	-0%	1%	1%	-0%	-9%	1%	-13%	0%	-5%	0%	0%	0%
Protective Services:																
Sworn-Officials																
Workforce #/%	68/42%	5/3%	57/35%	0/0%	0/0%	0/0%	0/0%	0/0%	15/9%	0/0%	17/10%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	1,165/41%	55/2%	715/25%	20/1%	45/2%	0/0%	55/2%	30/1%	180/6%	0/0%	565/20%	0/0%	45/2%	0/0%	0/0%	0/0%
Utilization #/%	1%	1%	10%	-1%	-2%	0%	-2%	-1%	3%	0%	-9%	0%	-2%	0%	0%	0%
Protective Services:																
Sworn-Patrol Officers																
Workforce #/%	110/30%	13/4%	178/49%	0/0%	4/1%	3/1%	0/0%	0/0%	14/4%	1/0%	39/11%	0/0%	1/0%	0/0%	1/0%	0/0%
Civilian Labor Force #/%	1,080/7%	2,205/14%	5,065/31%	0/0%	385/2%	50/0%	105/1%	150/1%	1,095/7%	540/3%	5,055/31%	0/0%	445/3%	0/0%	99/1%	0/0%
Utilization #/%	24%	-10%	18%	0%	-1%	1%	-1%	-1%	-3%	-3%	-20%	0%	-2%	0%	-0%	0%
Protective Services: Non-sworn																
Workforce #/%	133/27%	7/1%	169/35%	0/0%	2/0%	2/0%	1/0%	0/0%	37/8%	2/0%	131/27%	1/0%	1/0%	0/0%	1/0%	0/0%

Job Categories	Male							Female								
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
CLS #/%	70/17%	0/0%	100/25%	0/0%	0/0%	0/0%	0/0%	0/0%	60/15%	0/0%	175/43%	0/0%	0/0%	0/0%	0/0%	0/0%
Utilization #/%	10%	1%	10%	0%	0%	0%	0%	0%	-7%	0%	-16%	0%	0%	0%	0%	0%
Administrative Support																
Workforce #/%	85/11%	3/0%	89/12%	0/0%	0/0%	0/0%	1/0%	0/0%	157/20%	14/2%	404/52%	0/0%	8/1%	2/0%	0/0%	0/0%
CLS #/%	4,360/16%	955/3%	4,685/17%	30/0%	800/3%	45/0%	30/0%	0/0%	5,980/22%	780/3%	9,045/33%	65/0%	495/2%	150/1%	95/0%	95/0%
Utilization #/%	-5%	-3%	-5%	-0%	-3%	-0%	0%	0%	-1%	-1%	20%	-0%	-1%	-0%	-0%	-0%
Skilled Craft																
Workforce #/%	39/41%	3/3%	45/47%	0/0%	2/2%	0/0%	0/0%	0/0%	2/2%	0/0%	5/5%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,695/55%	1,335/13%	2,415/23%	45/0%	190/2%	0/0%	75/1%	25/0%	200/2%	55/1%	355/3%	0/0%	15/0%	0/0%	0/0%	0/0%
Utilization #/%	-14%	-10%	24%	-0%	0%	0%	-1%	-0%	0%	-1%	2%	0%	-0%	0%	0%	0%
Service/Maintenance																
Workforce #/%	14/17%	0/0%	49/58%	0/0%	0/0%	0/0%	1/1%	0/0%	7/8%	0/0%	13/15%	0/0%	0/0%	0/0%	0/0%	0/0%
CLS #/%	5,640/18%	2,735/9%	9,225/30%	15/0%	950/3%	0/0%	85/0%	40/0%	3,120/10%	1,405/5%	6,315/21%	4/0%	1,080/4%	0/0%	74/0%	45/0%
Utilization #/%	-2%	-9%	28%	-0%	-3%	0%	1%	-0%	-2%	-5%	-5%	-0%	-4%	0%	-0%	-0%

Significant Underutilization Chart

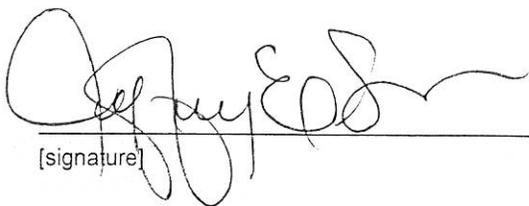
Job Categories	Male						Female									
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Officials/Administrators	✓															
Technicians									✓		✓		✓			
Protective Services: Sworn-Officials										✓	✓					
Protective Services: Sworn-Patrol Officers		✓							✓	✓	✓		✓			
Protective Services: Non-sworn									✓	✓	✓					
Administrative Support	✓	✓	✓													
Skilled Craft	✓	✓														
Service/Maintenance		✓														

Law Enforcement Category Rank Chart

Job Categories	Male							Female								
	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other	White	Hispanic or Latino	Black or African American	American Indian or Alaska Native	Asian	Native Hawaiian or Other Pacific Islander	Two or More Races	Other
Warden/Sheriff/Chief of Police																
Workforce #/%	2/67%	0/0%	1/33%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Deputy Warden/Chief Deputy Sheriff/Deputy Chief of Police																
Workforce #/%	1/25%	0/0%	2/50%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	1/25%	0/0%	0/0%	0/0%	0/0%	0/0%
Assistant Chief Deputy																
Workforce #/%	1/100%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%	0/0%
Major																
Workforce #/%	3/33%	0/0%	4/44%	0/0%	0/0%	0/0%	0/0%	0/0%	1/11%	0/0%	1/11%	0/0%	0/0%	0/0%	0/0%	0/0%
Captain																
Workforce #/%	16/67%	2/8%	4/17%	0/0%	0/0%	0/0%	0/0%	0/0%	1/4%	0/0%	1/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Lieutenant																
Workforce #/%	26/50%	2/4%	17/33%	0/0%	0/0%	0/0%	0/0%	0/0%	5/10%	0/0%	2/4%	0/0%	0/0%	0/0%	0/0%	0/0%
Sergeant																
Workforce #/%	19/28%	1/1%	29/42%	0/0%	0/0%	0/0%	0/0%	0/0%	8/12%	0/0%	12/17%	0/0%	0/0%	0/0%	0/0%	0/0%
Protective Services: Sworn-Patrol Officers																
Workforce #/%	110/30%	13/4%	178/49%	0/1%	4/1%	3/1%	0/0%	0/0%	14/4%	1/0%	39/11%	0/0%	1/0%	0/0%	1/0%	0/0%

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.

A handwritten signature in black ink, appearing to read "Jeffrey E. O'Sullivan", written over a horizontal line.

[signature]

Chairman/BOC

[title]

1/18/17

[date]

Clayton County Government
Equal Employment Opportunity Plan
January 9, 2016

I. Statement of Policy

It is the policy of Clayton County Government to comply and cooperate to the fullest extent with all applicable regulations of the Equal Employment Opportunity Provisions of the Civil Rights Act of 1964, Executive Order 11246, the Rehabilitation Act of 1973 (29 U.S.C. 793), the Americans with Disabilities Act (ADA) of June 26, 1990, and the Vietnam Era Veterans Readjustment Assistance Act of 1972, all as amended. This policy pertains, as far as, the responsibility of Clayton County Government is concerned, to any arrangement under which employees, including trainees, are selected for work.

It is the policy of Clayton County Government not to discriminate against any employee or applicant for employment because of race, religion, color, age, sex, and national origin, disabilities, sexual orientation, or any protected-class status. Clayton County will take action to assure an equal employment opportunity to all qualified persons or employees. Such action shall include, but not limited to:

1. Employment, upgrading, demotion, or transfer
2. Recruitment and recruitment advertising
3. Layoff or termination
4. Rate of pay or other forms of compensation
5. Selection for training, including apprenticeship, pre-apprenticeship and/or on-the-job training.

County department heads, managers, and supervisory personnel are responsible for implementing this policy within their departments. Any member of the County's management team who receives a report involving potential discrimination is responsible for recording adequate information for conducting an inquiry and making immediate contact with Human Resources who will conduct a thorough investigation into the matter.

II. Underutilization Analysis Chart

Clayton County's Human Resources Department has reviewed the Utilization Analysis Chart and noted the following:

1. Women are underutilized in the following categories:
 - a. Officials/Administrators (White 3%, Hispanic 2%, Asian 1%)
 - b. Professionals (White 2%, Asian 1%)
 - c. Technicians (White 9%, Black 13%, Asian 5%)
 - d. Protective Services/Sworn-Officials (Black 9%, Asian 2%)
 - e. Protective Services/Sworn-Patrol Officers (White 3%, Hispanic 3%, Black 20%, Asian 2%)
 - f. Protective Services/Non-Sworn (White 7%, Black 16%)
 - g. Administrative Support (White 1%, Hispanic 1%, Asian 1%)
 - h. Skilled Craft (Hispanic 1%)
 - i. Service/Maintenance (White 2%, Hispanic 5%, Black 5%, Asian 4%)

2. Males are underutilized in the following categories:
 - a. Officials/Administrators (White 14%, Hispanic 2%, Asian 2%)
 - b. Professionals (White 3%, Hispanic 1%, Asian 1%)
 - c. Technicians (Hispanic 1%)
 - d. Protective Services/Sworn-Officials (American Indian 1%, Asian 2%)
 - e. Protective Services/Sworn-Patrol Officers (Hispanic 10%, Asian 1%)
 - f. Protective Services/Non-Sworn (No underutilization)
 - g. Administrative Support (White 5%, Hispanic 3%, Black 5%, Asian 3%)
 - h. Skilled Craft (White 14%, Hispanic 10%)
 - i. Service/Maintenance (White 2%, Hispanic 9%, Asian 3%)

III. Narrative Underutilization Analysis

In reviewing the Utilization Analysis Chart, the Clayton County Human Resources Department made the following observations:

The greatest areas of concern for Clayton County are Black/Female Technicians which are underutilized by 13%, Black/Female Protective Services/Sworn-Patrol Officers which are underutilized by 20%, and Black Female Protective Services/Non-Sworn which are underutilized by 16%. Additionally, White/Males are underutilized at 14% in the Officials/Administrators and Skilled Craft Job Categories. Also significant, is the underutilization of the Hispanic/Latino Male at 10% in the Protective Services/Sworn-Patrol Officers and 10% in the Skilled Craft job category.

In comparing the EEOP Utilization Report submitted to OCR in May 2014, we were able to track significant improvements in the recruitment and retention of Black/Females in the Officials/Administrators, Technicians, and Protective Services Sworn-Officials and White-Black Males and White Female in the Administrative Support Job Categories. Clayton County has a low underutilization percentage rate for White, Hispanic, and Asian females due to constant recruiting and retention efforts. Additionally, the Professional and Service/Maintenance Job Categories remain relatively unchanged noting low utilization percentages for Clayton County.

IV. Objectives

It continues to be the objective of the County to monitor its employment activity to assure all racial and gender groups are represented within Clayton County Government in the numbers and proportions that reflect their representation in the community at large.

The primary objective for Clayton County is to reduce the underutilization of the following: Black-White/Females and Black Males in the Protective Services/Non-Sworn category; White/Females and Hispanic/Males in the Protective Services/Sworn-Patrol category; White-Black/Males in the Administrative Support category; and White Males in the Officials/Administrators and Skilled Craft Job categories.

V. Steps

The Clayton County Human Resources will continue to advertise vacant positions on the County's website, at each County Department and County Library branches, various branches of the Georgia Department of Labor, various recruiting centers for military personnel, such as, American Jobs for America's Heroes (AJAH), and Georgia Local Government Association (GLGA). Additionally, positions are advertised in the Atlanta Journal and Constitution, Clayton News Daily, various trade

publications, Monster, Latin American Association, Hot Jobs, and many others depending on the position.

To address female underrepresentation in Protective Services/Sworn-Non Sworn, the Human Resources Department will continue to partner with the public safety departments to reach out and attract qualified female applicants. To address the Black/Female (13%) and White/Female (9%) underrepresentation in the Technician job category, we will partner with the County's Information Technology Department to attract qualified female applicants.

To address male underutilization in Skilled Craft and Service/Maintenance job categories, the County will work closely with our Buildings Maintenance Department as well as other advertising venues to attract and recruit qualified applicants. To address male underutilization in the Officials/Administrators and Protective Sworn-Patrol Officers job categories, we will utilize the advertisement in various Georgia Department of Labor locations, military personnel recruiting branches, such as, the AJAH, and the Georgia Local Government Association.

The County will evaluate where we currently advertise positions and seek publications, websites, etc., that target the ethnic groups from which the County needs to attract and recruit. The County will continue to develop partnerships with local organizations and groups to attract all ethnic groups. The County will continue to monitor our workforce statistics to track progress.

The Human Resources Department will continue to conduct cultural diversity and sexual harassment training which is mandatory every three (3) years for all employees (every year employees are given the County's policies on these topics and required to acknowledge receipt). Additionally, supervisors are offered training on effective discipline, interview/hiring, effective leadership, effective communication, sexual harassment prevention, cultural diversity, team building, and many other relevant topics. Department Directors will consider the importance of culturally diverse work place when making hiring decisions.

IV. Internal Dissemination

Each Department Director will be given two (2) copies of the Equal Employment Opportunity Plan (EEOP). One (1) copy will be used for the Director's reference and one (1) copy to be posted in the department. Copies will be made available to employees upon request.

V. External Dissemination

A copy of the Equal Employment Opportunity Plan (EEOP) will be placed on the County's Human Resources website. All advertising, job announcements, etc., will indicate that the County is an Equal Opportunity Employer (EOE).

CERTIFICATION

I understand the regulatory obligation under 28 C.F.R. ~ 42.301-.308 to collect and maintain extensive employment data by race, national origin, and sex, even though our organization may not use all of this data in completing the EEO Utilization Report.

I have reviewed the foregoing EEO Utilization Report and certify the accuracy of the reported workforce data and our organization's employment policies.



[SIGNATURE]

Chairman/BOC

[TITLE]

1/18/17

[DATE]

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEO) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three. If recipient completes Section A or C and sub-grants a single award over \$500,000, in addition, please complete Section D.

Recipient's Name: Clayton County	DUNS # 069227536
Address: 112 Smith Street, Jonesboro, Georgia 30236	
Is agency a; <input type="checkbox"/> Direct or <input checked="" type="checkbox"/> Sub recipient of OJP, OVW or COPS funding?	Law Enforcement Agency? <input type="checkbox"/> Yes <input type="checkbox"/> No
Grant Number: C15-8-223	Vendor Number (only if direct recipient)
Name and Title of Contact Person: John Johnson (Director-Juvenile Court)	
Telephone Number: 770-477-3244	E-Mail Address: john.johnson@claytoncountyga.gov

Section A—Declaration Claiming Complete Exemption from the EEO Requirement

Please check all the following boxes that apply.

- | | | |
|---|--|--|
| <input type="checkbox"/> Less than fifty employees. | <input type="checkbox"/> Indian Tribe | <input type="checkbox"/> Medical Institution. |
| <input type="checkbox"/> Nonprofit Organization | <input type="checkbox"/> Educational Institution | <input type="checkbox"/> Receiving a single award(s) less than \$25,000. |

I, _____ [responsible official], certify that _____ [recipient] is not required to prepare an EEO for the reason(s) checked above, pursuant to 28 C.F.R. § 42.302. I further certify that _____ [recipient] will comply with applicable federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title _____ Signature _____ Date _____

Section B—Declaration Claiming Exemption from the EEO Submission Requirement and Certifying That an EEO Is on File for Review

If a recipient agency has fifty or more employees and is receiving a single award or, subaward, of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEO to the OCR for review as long as it certifies the following (42 C.F.R. § 42.305):

I, Pamela R. Ambles [responsible official], certify that Clayton County [recipient], which has fifty or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEO in accordance with 28 CFR pt. 42, subpt. E. I further certify that within the last twenty-four months, the proper authority has formulated and signed into effect the EEO and, as required by applicable federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEO is on file at the following office: Clayton County Board of Commissioners/Human Resources [organization], 120 Smith Street, Jonesboro, Georgia 30236 [address].

Pamela R. Ambles-HR Director _____ Signature _____ Date 1/13/17

Section C—Declaration Stating that an EEO Short Form Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award, or subaward, of \$500,000 or more, then the recipient agency must send an EEO Short Form to the OCR for review.

I, _____ [responsible official], certify that _____ [recipient], which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEO in accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title _____ Signature _____ Date _____

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEOP) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three. If recipient completes Section A or C and sub-grants a single award over \$500,000, in addition, please complete Section D.

Recipient's Name: Clayton County	DUNS# 069227536
Address: 112 Smith Street, Jonesboro, Georgia 30236	
Is agency a; <input type="checkbox"/> Direct or <input checked="" type="checkbox"/> Sub recipient of OJP, OVW or COPS funding? Law Enforcement Agency? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Grant Number: C14-8-109; C16-9-001	Vendor Number (only if direct recipient)
Name and Title of Contact Person: Jenitha Gouch (Solicitor General's Office)	
Telephone Number: 770-473-5808	E-Mail Address: jenitha.gouch@claytoncountyga.gov

Section A—Declaration Claiming Complete Exemption from the EEOP Requirement

Please check all the following boxes that apply.

- | | | |
|---|--|--|
| <input type="checkbox"/> Less than fifty employees. | <input type="checkbox"/> Indian Tribe | <input type="checkbox"/> Medical Institution. |
| <input type="checkbox"/> Nonprofit Organization | <input type="checkbox"/> Educational Institution | <input type="checkbox"/> Receiving a single award(s) less than \$25,000. |

I, _____ [responsible official], certify that _____ [recipient] is not required to prepare an EEOP for the reason(s) checked above, pursuant to 28 C.F.R. § 42.302. I further certify that _____ [recipient] will comply with applicable federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title

Signature

Date

Section B—Declaration Claiming Exemption from the EEOP Submission Requirement and Certifying That an EEOP Is on File for Review

If a recipient agency has fifty or more employees and is receiving a single award or, subaward, of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to the OCR for review as long as it certifies the following (42 C.F.R. § 42.305):

I, Pamela R. Ambles [responsible official], certify that Clayton County [recipient], which has fifty or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E. I further certify that within the last twenty-four months, the proper authority has formulated and signed into effect the EEOP and, as required by applicable federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEOP is on file at the following office: Clayton County Board of Commissioners/Human Resources [organization],

120 Smith Street, Jonesboro, Georgia 30236 [address].

Pamela R. Ambles-HR Director

Print or Type Name and Title

Signature

Date

Section C—Declaration Stating that an EEOP Short Form Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award, or subaward, of \$500,000 or more, then the recipient agency must send an EEOP Short Form to the OCR for review.

I, _____ [responsible official], certify that _____ [recipient], which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title

Signature

Date

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEO) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three. If recipient completes Section A or C and sub-grants a single award over \$500,000, in addition, please complete Section D.

Recipient's Name: Clayton County	DUNS # 069227536
Address: 112 Smith Street, Jonesboro, Georgia 30236	
Is agency a; <input type="checkbox"/> Direct or <input checked="" type="checkbox"/> Sub recipient of OJP, OVW or COPS funding?	Law Enforcement Agency? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Grant Number: 2016-DC-BX-0085	Vendor Number (only if direct recipient)
Name and Title of Contact Person: Deborah Boddie (Superior Court)	
Telephone Number: 770-347-0181	E-Mail Address: deborah.boddie@claytoncountygga.gov

Section A—Declaration Claiming Complete Exemption from the EEO Requirement

Please check all the following boxes that apply.

- | | | |
|---|--|--|
| <input type="checkbox"/> Less than fifty employees. | <input type="checkbox"/> Indian Tribe | <input type="checkbox"/> Medical Institution. |
| <input type="checkbox"/> Nonprofit Organization | <input type="checkbox"/> Educational Institution | <input type="checkbox"/> Receiving a single award(s) less than \$25,000. |

I, _____ [responsible official], certify that _____ [recipient] is not required to prepare an EEO for the reason(s) checked above, pursuant to 28 C.F.R. § 42.302. I further certify that _____ [recipient] will comply with applicable federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title

Signature

Date

Section B—Declaration Claiming Exemption from the EEO Submission Requirement and Certifying That an EEO Is on File for Review

If a recipient agency has fifty or more employees and is receiving a single award or, subaward, of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEO to the OCR for review as long as it certifies the following (42 C.F.R. § 42.305):

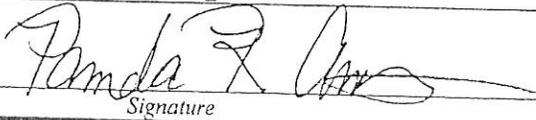
I, Pamela R. Ambles _____ [responsible official], certify that Clayton County [recipient], which has fifty or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEO in accordance with 28 CFR pt. 42, subpt. E. I further certify that within the last twenty-four months, the proper authority has formulated and signed into effect the EEO and, as required by applicable federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEO is on file at the following office:
Clayton County Board of Commissioners/Human Resources

[organization],

120 Smith Street, Jonesboro, Georgia 30236

[address].

Pamela R. Ambles-HR Director



1/13/17

Print or Type Name and Title

Signature

Date

Section C—Declaration Stating that an EEO Short Form Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award, or subaward, of \$500,000 or more, then the recipient agency must send an EEO Short Form to the OCR for review.

I, _____ [responsible official], certify that _____ [recipient], which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEO in accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title

Signature

Date

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEOP) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three. If recipient completes Section A or C and sub-grants a single award over \$500,000, in addition, please complete Section D.

Recipient's Name: Clayton County	DUNS # 069227536
Address: 112 Smith Street, Jonesboro, Georgia 30236	
Is agency a: <input type="checkbox"/> Direct or <input checked="" type="checkbox"/> Sub recipient of OJP, OVW or COPS funding?	Law Enforcement Agency? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Grant Number: 1H79TI026773-01	Vendor Number (only if direct recipient)
Name and Title of Contact Person: Deborah Boddie (Superior Court)	
Telephone Number: 770-347-0181	E-Mail Address: deborah.boddie@claytoncountyga.gov

Section A—Declaration Claiming Complete Exemption from the EEOP Requirement

Please check all the following boxes that apply.

- | | | |
|---|--|--|
| <input type="checkbox"/> Less than fifty employees. | <input type="checkbox"/> Indian Tribe | <input type="checkbox"/> Medical Institution. |
| <input type="checkbox"/> Nonprofit Organization | <input type="checkbox"/> Educational Institution | <input type="checkbox"/> Receiving a single award(s) less than \$25,000. |

I, _____ [responsible official], certify that _____ [recipient] is not required to prepare an EEOP for the reason(s) checked above, pursuant to 28 C.F.R. § 42.302. I further certify that _____ [recipient] will comply with applicable federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title

Signature

Date

Section B—Declaration Claiming Exemption from the EEOP Submission Requirement and Certifying That an EEOP Is on File for Review

If a recipient agency has fifty or more employees and is receiving a single award or, subaward, of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to the OCR for review as long as it certifies the following (42 C.F.R. § 42.305):

I, Pamela R. Ambles [responsible official], certify that Clayton County [recipient], which has fifty or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E. I further certify that within the last twenty-four months, the proper authority has formulated and signed into effect the EEOP and, as required by applicable federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEOP is on file at the following office: Clayton County Board of Commissioners/Human Resources [organization],

120 Smith Street, Jonesboro, Georgia 30236

[address].

Pamela R. Ambles-HR Director



11/13/17

Print or Type Name and Title

Signature

Date

Section C—Declaration Stating that an EEOP Short Form Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award, or subaward, of \$500,000 or more, then the recipient agency must send an EEOP Short Form to the OCR for review.

I, _____ [responsible official], certify that _____ [recipient], which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title

Signature

Date

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEOP) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three. If recipient completes Section A or C and sub-grants a single award over \$500,000, in addition, please complete Section D.

Recipient's Name: Clayton County	DUNS# 069227536
Address: 112 Smith Street, Jonesboro, Georgia 30236	
Is agency a; <input type="checkbox"/> Direct or <input checked="" type="checkbox"/> Sub recipient of OJP, OVW or COPS funding? Law Enforcement Agency? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
Grant Number: C14-8-109; C16-8-001	Vendor Number (only if direct recipient)
Name and Title of Contact Person: Monique Smith (District Attorney's Office)	
Telephone Number: 770-603-4166	E-Mail Address: monique.smith@claytoncountyga.gov

Section A—Declaration Claiming Complete Exemption from the EEOP Requirement

Please check all the following boxes that apply.

- | | | |
|---|--|--|
| <input type="checkbox"/> Less than fifty employees. | <input type="checkbox"/> Indian Tribe | <input type="checkbox"/> Medical Institution. |
| <input type="checkbox"/> Nonprofit Organization | <input type="checkbox"/> Educational Institution | <input type="checkbox"/> Receiving a single award(s) less than \$25,000. |

I, _____ [responsible official], certify that _____ [recipient] is not required to prepare an EEOP for the reason(s) checked above, pursuant to 28 C.F.R § 42.302. I further certify that _____ [recipient] will comply with applicable federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title

Signature

Date

Section B—Declaration Claiming Exemption from the EEOP Submission Requirement and Certifying That an EEOP Is on File for Review

If a recipient agency has fifty or more employees and is receiving a single award or, subaward, of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to the OCR for review as long as it certifies the following (42 C.F.R. § 42.305):

I, **Pamela R. Ambles** [responsible official], certify that **Clayton County** [recipient], which has fifty or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E. I further certify that within the last twenty-four months, the proper authority has formulated and signed into effect the EEOP and, as required by applicable federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEOP is on file at the following office:
Clayton County Board of Commissioners/Human Resources

[organization],
120 Smith Street, Jonesboro, Georgia 30236

[address].

Pamela R. Ambles—HR Director

Print or Type Name and Title

Signature

Date

Section C—Declaration Stating that an EEOP Short Form Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award, or subaward, of \$500,000 or more, then the recipient agency must send an EEOP Short Form to the OCR for review.

I, _____ [responsible official], certify that _____ [recipient], which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title

Signature

Date

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEOP) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three. If recipient completes Section A or C and sub-grants a single award over \$500,000, in addition, please complete Section D.

Recipient's Name: Clayton County	DUNS# 069227536
Address: 112 Smith Street, Jonesboro, Georgia 30236	
Is agency a; <input type="checkbox"/> Direct or <input checked="" type="checkbox"/> Sub recipient of OJP, OVW or COPS funding?	Law Enforcement Agency? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Grant Number: W15-8-007	Vendor Number (only if direct recipient)
Name and Title of Contact Person: Monique Smith (District Attorney's Office)	
Telephone Number: 770-603-4166	E-Mail Address: monique.smith@claytoncountyga.gov

Section A—Declaration Claiming Complete Exemption from the EEOP Requirement

Please check all the following boxes that apply.

- | | | |
|---|--|--|
| <input type="checkbox"/> Less than fifty employees. | <input type="checkbox"/> Indian Tribe | <input type="checkbox"/> Medical Institution. |
| <input type="checkbox"/> Nonprofit Organization | <input type="checkbox"/> Educational Institution | <input type="checkbox"/> Receiving a single award(s) less than \$25,000. |

I, _____ [responsible official], certify that _____

[recipient] is not required to prepare an EEOP for the reason(s) checked above, pursuant to 28 C.F.R. § 42.302.

I further certify that _____ [recipient] will comply with applicable federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title _____ Signature _____ Date _____

Section B—Declaration Claiming Exemption from the EEOP Submission Requirement and Certifying That an EEOP Is on File for Review

If a recipient agency has fifty or more employees and is receiving a single award or, subaward, of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to the OCR for review as long as it certifies the following (42 C.F.R. § 42.305):

I, Pamela R. Ambles [responsible official], certify that Clayton County

[recipient], which has fifty or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E. I further certify that within the last twenty-four months, the proper authority has formulated and signed into effect the EEOP and, as required by applicable federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEOP is on file at the following office:

Clayton County Board of Commissioners/Human Resources

[organization], 120 Smith Street, Jonesboro, Georgia 30236

[address].
Pamela R. Ambles-HR Director
Signature: Pamela R. Ambles Date: 1-13-17

Section C—Declaration Stating that an EEOP Short Form Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award, or subaward, of \$500,000 or more, then the recipient agency must send an EEOP Short Form to the OCR for review.

I, _____ [responsible official], certify that _____

[recipient], which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title _____ Signature _____ Date _____

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEOP) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three. If recipient completes Section A or C and sub-grants a single award over \$500,000, in addition, please complete Section D.

Recipient's Name: Clayton County		DUNS# 069227536
Address: 112 Smith Street, Jonesboro, Georgia 30236		
Is agency a; <input type="checkbox"/> Direct or <input checked="" type="checkbox"/> Sub recipient of OJP, OVW or COPS funding?		Law Enforcement Agency? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Grant Number: 2014-DJ-BX-0926	Vendor Number (only if direct recipient)	
Name and Title of Contact Person: Timothy Owens (Police Department)		
Telephone Number: 770-473-3985	E-Mail Address: timothy.owens@claytoncountyga.gov	

Section A—Declaration Claiming Complete Exemption from the EEOP Requirement

Please check all the following boxes that apply.

- | | | |
|---|--|--|
| <input type="checkbox"/> Less than fifty employees. | <input type="checkbox"/> Indian Tribe | <input type="checkbox"/> Medical Institution. |
| <input type="checkbox"/> Nonprofit Organization | <input type="checkbox"/> Educational Institution | <input type="checkbox"/> Receiving a single award(s) less than \$25,000. |

I, _____ [responsible official], certify that _____ [recipient] is not required to prepare an EEOP for the reason(s) checked above, pursuant to 28 C.F.R. § 42.302. I further certify that _____ [recipient] will comply with applicable federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title _____ Signature _____ Date _____

Section B—Declaration Claiming Exemption from the EEOP Submission Requirement and Certifying That an EEOP Is on File for Review

If a recipient agency has fifty or more employees and is receiving a single award or, subaward, of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to the OCR for review as long as it certifies the following (42 C.F.R. § 42.305):

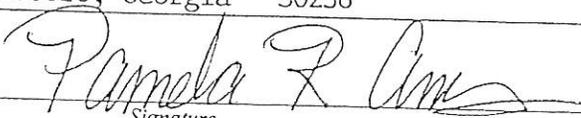
I, Pamela R. Ambles [responsible official], certify that Clayton County [recipient], which has fifty or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E. I further certify that within the last twenty-four months, the proper authority has formulated and signed into effect the EEOP and, as required by applicable federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEOP is on file at the following office: Clayton County Board of Commissioners/Human Resources [organization],

120 Smith Street, Jonesboro, Georgia 30236

[address].

Pamela R. Ambles-HR Director

Print or Type Name and Title

 1/13/17
Signature Date

Section C—Declaration Stating that an EEOP Short Form Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award, or subaward, of \$500,000 or more, then the recipient agency must send an EEOP Short Form to the OCR for review.

I, _____ [responsible official], certify that _____ [recipient], which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title _____ Signature _____ Date _____

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEO) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three. If recipient completes Section A or C and sub-grants a single award over \$500,000, in addition, please complete Section D.

Recipient's Name: Clayton County		DUNS# 069227536
Address: 112 Smith Street, Jonesboro, Georgia 30236		
Is agency a: <input type="checkbox"/> Direct or <input checked="" type="checkbox"/> Sub recipient of OJP, OVW or COPS funding?		Law Enforcement Agency? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Grant Number: 2016-DJ-BX-0478	Vendor Number (only if direct recipient)	
Name and Title of Contact Person: Timothy Owens (Police Department)		
Telephone Number: 770-473-3985	E-Mail Address: timothy.owens@claytoncountyga.gov	

Section A—Declaration Claiming Complete Exemption from the EEO Requirement

Please check all the following boxes that apply.

- | | | |
|---|--|--|
| <input type="checkbox"/> Less than fifty employees. | <input type="checkbox"/> Indian Tribe | <input type="checkbox"/> Medical Institution. |
| <input type="checkbox"/> Nonprofit Organization | <input type="checkbox"/> Educational Institution | <input type="checkbox"/> Receiving a single award(s) less than \$25,000. |

I, _____ [responsible official], certify that _____ [recipient] is not required to prepare an EEO for the reason(s) checked above, pursuant to 28 C.F.R. § 42.302. I further certify that _____ [recipient] will comply with applicable federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title

Signature

Date

Section B—Declaration Claiming Exemption from the EEO Submission Requirement and Certifying That an EEO Is on File for Review

If a recipient agency has fifty or more employees and is receiving a single award or, subaward, of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEO to the OCR for review as long as it certifies the following (42 C.F.R. § 42.305):

I, Pamela R. Ambles [responsible official], certify that Clayton County [recipient], which has fifty or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEO in accordance with 28 CFR pt. 42, subpt. E. I further certify that within the last twenty-four months, the proper authority has formulated and signed into effect the EEO and, as required by applicable federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEO is on file at the following office: Clayton County Board of Commissioners/Human Resources [organization],

120 Smith Street, Jonesboro, Georgia 30236

[address].

Pamela R. Ambles-HR Director

Print or Type Name and Title

Signature

Date

Section C—Declaration Stating that an EEO Short Form Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award, or subaward, of \$500,000 or more, then the recipient agency must send an EEO Short Form to the OCR for review.

I, _____ [responsible official], certify that _____ [recipient], which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEO in accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title

Signature

Date

CERTIFICATION FORM

Compliance with the Equal Employment Opportunity Plan (EEOP) Requirements

Please read carefully the Instructions (see below) and then complete Section A or Section B or Section C, not all three. If recipient completes Section A or C and sub-grants a single award over \$500,000, in addition, please complete Section D.

Recipient's Name: Clayton County	DUNS# 069227536
Address: 112 Smith Street, Jonesboro, Georgia 30236	
Is agency a: <input type="checkbox"/> Direct or <input checked="" type="checkbox"/> Sub recipient of OJP, OVW or COPS funding?	Law Enforcement Agency? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Grant Number: 2015-DJ-BX-0960	Vendor Number (only if direct recipient)
Name and Title of Contact Person: Timothy Owens (Police Department)	
Telephone Number: 770-473-3985	E-Mail Address: timothy.owens@claytoncountyga.gov

Section A—Declaration Claiming Complete Exemption from the EEOP Requirement

Please check all the following boxes that apply.

- | | | |
|---|--|--|
| <input type="checkbox"/> Less than fifty employees. | <input type="checkbox"/> Indian Tribe | <input type="checkbox"/> Medical Institution. |
| <input type="checkbox"/> Nonprofit Organization | <input type="checkbox"/> Educational Institution | <input type="checkbox"/> Receiving a single award(s) less than \$25,000. |

I, _____ [responsible official], certify that _____ [recipient] is not required to prepare an EEOP for the reason(s) checked above, pursuant to 28 C.F.R. § 42.302. I further certify that _____ [recipient] will comply with applicable federal civil rights laws that prohibit discrimination in employment and in the delivery of services.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title

Signature

Date

Section B—Declaration Claiming Exemption from the EEOP Submission Requirement and Certifying That an EEOP Is on File for Review

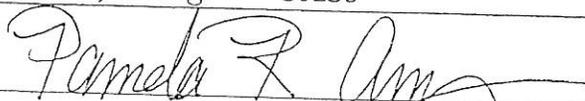
If a recipient agency has fifty or more employees and is receiving a single award or, subaward, of \$25,000 or more, but less than \$500,000, then the recipient agency does not have to submit an EEOP to the OCR for review as long as it certifies the following (42 C.F.R. § 42.305):

I, Pamela R. Ambles [responsible official], certify that Clayton County [recipient], which has fifty or more employees and is receiving a single award or subaward for \$25,000 or more, but less than \$500,000, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E. I further certify that within the last twenty-four months, the proper authority has formulated and signed into effect the EEOP and, as required by applicable federal law, it is available for review by the public, employees, the appropriate state planning agency, and the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice. The EEOP is on file at the following office: Clayton County Board of Commissioners/Human Resources [organization],

120 Smith Street, Jonesboro, Georgia 30236

[address].

Pamela R. Ambles-HR Director



11/13/17

Print or Type Name and Title

Signature

Date

Section C—Declaration Stating that an EEOP Short Form Has Been Submitted to the Office for Civil Rights for Review

If a recipient agency has fifty or more employees and is receiving a single award, or subaward, of \$500,000 or more, then the recipient agency must send an EEOP Short Form to the OCR for review.

I, _____ [responsible official], certify that _____ [recipient], which has fifty or more employees and is receiving a single award of \$500,000 or more, has formulated an EEOP in accordance with 28 CFR pt. 42, subpt. E, and sent it for review on _____ [date] to the Office for Civil Rights, Office of Justice Programs, U.S. Department of Justice.

If recipient sub-grants a single award over \$500,000, in addition, please complete Section D

Print or Type Name and Title

Signature

Date