



**NATCHITOCHEES PARISH SHERIFF'S OFFICE**  
**Human Resources Division**

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Post Office Box 266, Natchitoches, LA 71457  
Phone: (318) 357-7816

**Equal Employment Opportunity (EEO) Statement**

# **Natchitoches Parish Sheriff's Office**

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

It is the policy of Natchitoches Parish Sheriff's Office not to discriminate against any employee or applicant for employment because of his or her race, color, religion, sex, sexual orientation, gender identity, national origin, or because he or she is an individual with a disability or disabled veteran, Armed Forces service medal veteran, recently separated veteran, or active duty wartime or campaign badge veteran, or thereafter referred collectively as "protected veterans." It is also the policy of Natchitoches Parish Sheriff's Office to take affirmative action to employ and to advance in employment, all persons regardless of their status as individuals with disabilities or protected veterans, and to base all employment decisions only on valid job requirements. This policy shall apply to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship, at all levels of employment. Furthermore, the agency will provide qualified applicants and employees who request an accommodation due to a disability with reasonable accommodations, as required by law.

Natchitoches Parish Sheriff's Office prohibits harassment of employees and applicants because they are individuals with disabilities or protected veterans. Natchitoches Parish Sheriff's Office also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity for individuals with disabilities and protected veterans. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

As Sheriff of Natchitoches Parish Sheriff's Office, I am committed to the principles of affirmative action and equal employment opportunity. In order to ensure dissemination and implementation of equal employment opportunity and affirmative action throughout all levels of the agency, Joe Hamilton has been assigned Human Resources Director duties for Natchitoches Parish Sheriff's Office. One of the Human Resources Director's duties will be to establish and maintain an internal audit and reporting system to allow for effective measurement of Natchitoches Parish Sheriff's Office's programs.

  
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R. Stuart Wright, Sheriff