



**EXECUTIVE ORDER AND DIRECTIVE 12-02**  
**Issued by**  
**ALBANY COUNTY EXECUTIVE DANIEL McCOY**

**Whereas**, Albany County is fully committed to assuring equal opportunity and equal consideration to all applicants and employees of the County of Albany, pursuant to Article III, § 302; and

**Whereas**, Albany County has a substantial interest in ensuring that all employees work in an environment free of invidious discrimination; and

**Whereas**, invidious discrimination is at odds with putting in place a workforce hired based on employees' ability to perform tasks necessary; and

**Whereas**, employees are more productive and able to perform their jobs without being subject to discrimination and hostility; and

**Whereas**, no County employee should suffer workplace discrimination on the basis of gender identity; and

**Whereas**, anti-discrimination practices are important tools to attract and retain competent and effective employees; and

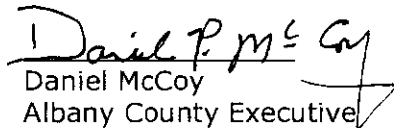
**Whereas**, many municipalities have already prohibited discrimination on the basis of gender identity;

**THEREFORE, I, Daniel McCoy, Albany County Executive, by virtue of the powers vested in me pursuant to the Albany County Charter and the laws of the State of New York, HEREBY ORDER AND DIRECT THAT:**

- (1) It shall be the responsibility of each Department Head and Appointing Authority to create a work environment where employees may labor without fear of harassment, discrimination or reprisal because of gender identity or expression; and
- (2) No applicant for employment shall be discriminated against because of gender identity or expression; and

- (3) No employee shall be discriminated against because of gender identity or expression including but not limited to, termination, retention, job appointment, promotion, tenure, recruitment and compensation; and
- (4) All managers, supervisors and employees in all County agencies shall make diligent, good faith efforts to ensure that all employees are afforded equal opportunity, without regard to their gender identity; and
- (5) The Department of Human Resources is hereby directed to promulgate clear and consistent guidelines prohibiting discrimination based on gender identity to maintain an environment where only job-related criteria are used to assess current employees and prospective employees; and
- (6) Albany County Division of Affirmative Action shall implement a procedure to ensure the swift and thorough investigation (with due regard for confidentiality) of complaints of discrimination based on gender identity; and
- (7) Aggrieved employees and applicants for employment alleging discrimination, harassment or retaliation because of gender identity or expression, shall be encouraged to file a complaint with the Albany County Division of Affirmative Action; and
- (8) This Order shall take place immediately!

Dated: 8 day of June 2012  
Albany, NY

  
Daniel McCoy  
Albany County Executive