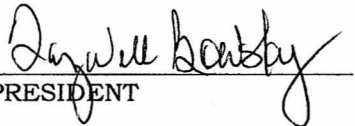


ORDER TO OPEN 7-31-2013

BOARD MEETING

The Pike County Board of Supervisors met at the Courthouse in Magnolia, Mississippi, July 31, 2013 the following were present: Tazwell Bowsky, Faye Hodges, Chuck Lambert, Luke Brewer, Gary Honea, County Administrator Andrew Alford, Board Attorney Dunbar Dowdy Watt, Sheriff Mark Shepherd and Chancery Clerk Doug Touchstone. Minutes from the previous meeting were read and approved.


PRESIDENT

CERTIFIED TO BE A TRUE COPY
This 23rd day of August 2013
DOUG TOUCHSTONE, Chancery Clerk
Pike County, Mississippi

BY 



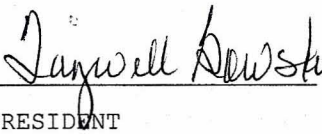
ORDER APPROVING DISTRIBUTION OF MEMO REGARDING THE
PIKE COUNTY PERSONNEL POLICY

A motion was made by Supervisor Chuck Lambert and seconded by Supervisor Luke Brewer authorizing the distribution of a memo to all employees concerning the amendment to the Pike County Personnel Policy to include the "Harassment and Non-Discrimination Policy", as shown attached. The following vote was taken:

Supervisor Tazwell Bowsky	"For"
Supervisor Faye Hodges	"For"
Supervisor Chuck Lambert	"For"
Supervisor Luke Brewer	"For"
Supervisor Gary Honea	"For"

Said motion carried.


So Ordered this the 31st day of July, A.D., 2013.

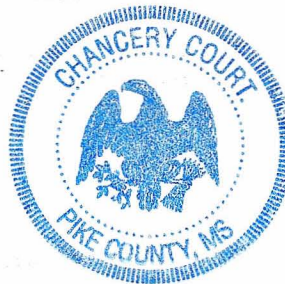

PRESIDENT

CERTIFIED TO BE A TRUE COPY

This 23rd day of August 2013
DOUG TOUCHSTONE, Chancery Clerk
Pike County, Mississippi

BY





PIKE COUNTY

Tazwell Bowsky
1st District
Faye Hodges
2nd District
Chuck E. Lambert
3rd District
Luke Brewer
4th District
Gary Honea
5th District



Doug Touchstone
Chancery Clerk
Andrew Alford
County Administrator
Wayne Dowdy
Board Attorney
Tanuyon M. Dangerfield, CPPB
Purchasing Agent

BOARD OF SUPERVISORS

INTEROFFICE MEMORANDUM

TO: PIKE COUNTY EMPLOYEES
FROM: ANDREW ALFORD, COUNTY ADMINISTRATOR
SUBJECT: REVIEW OF HARASSMENT AND NON-DISCRIMINATION POLICY
DATE: JULY 31, 2013

The Pike County Personnel Policies and Procedures Manual now includes the harassment and non-discrimination policy shown below. Please review and become familiar with this policy.

Harassment and Non-Discrimination Policy:

Pike County does not and will not permit its employees to engage in sexual harassment or offensive personal behavior which degrades or burdens another or discriminates against fellow employees or any member of the public on the basis of his or her race, color, religion, gender, national origin, age, disability, or any other trait protected by federal, state, or local law. Activities that constitute religious discrimination include, but are not limited to, requiring an individual to remove a head covering or denying that individual access to a County office, building, program or activity because they are wearing a head covering, if that head covering is worn for religious reasons. Harassment or discrimination by any employee, supervisor, manager, or person doing business with the County is strictly prohibited. Violations of this harassment and non-discrimination policy are grounds for discipline, up to and including, termination.

The Pike County Personnel Policies and Procedures Manual also includes a disciplinary policy. One of many types of misconduct mentioned in the disciplinary policy that will not be tolerated is disrespect to the public, a superior, or a fellow employee.

Our role as Pike County employees is an important one. As representatives of our County government, we provide services to the public. As Pike County employees, we should continue to provide the public with fair and equal access to our County programs and services.

If you have questions about these policies or other Pike County policies or procedures please refer to your Pike County Policy and Procedures Manual, inquire of your Department Head or call me at 601.783.5289.

CERTIFIED TO BE A TRUE COPY
This 23rd day of August 2013.
DOUG TOUCHSTONE, Chancery Clerk
Pike County, Mississippi

BY [Signature]

