

MANDATES AND REGULATIONS

EQUAL OPPORTUNITY EMPLOYER: It is the policy of Salinas Valley Solid Waste Authority to provide equal employment for all qualified individuals; to prohibit discrimination in employment because of race, color, creed, religion, marital status, sex, ancestry, national origin, age, medical condition, disability or status as a veteran or a disabled veteran, genetic information, sexual orientation, gender, gender identity, gender expression or any other consideration made unlawful by federal, state or local laws. Equal employment opportunities apply to every aspect of Authority's employment policies and practices.

REASONABLE ACCOMMODATION: Pursuant to the Americans with Disabilities Act Amendments Act of 2008, as amended, applicants requiring reasonable accommodation for any part of the application and hiring process may contact Human Resources at (831) 775-3011. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

EMPLOYMENT ELIGIBILITY INFORMATION: In accordance with the Immigration Reform and Control Act of 1986, all persons hired after November 6, 1986, are required to present to the Authority, at the time of appointment, original documents which show satisfactory proof of: 1) identity and 2) U.S. Citizenship or a legal right to work permanently in the United States.

FINGERPRINTING AND SECURITY CLEARANCE: Employees are fingerprinted and must pass a criminal background check. Information obtained will be evaluated for compatibility with SVSWA employment.

Any false statement or omission of material fact may cause forfeiture to employment rights. Information presented on employment applications, resumes, and during the examination process is subject to verification.

E-VERIFY: This organization participates in E-Verify.

CHILD SUPPORT COMPLIANCE PROGRAM: In effort to improve compliance with court-ordered child, family, and spousal support obligations, certain employment and identification information (i.e., name, address, social security number and date of hire) is regularly reported to the State Directory of New Hires, which may assist in locating persons who owe these obligations. Family Code Section 17512 also permits the CSSD to request additional employment and identification information under specified circumstances. Applicants will not be disqualified from employment based on this information.

ZERO TOLERANCE OF WORKPLACE THREATS OR VIOLENCE: The Salinas Valley Solid Waste Authority is committed to providing a safe work environment and prohibits any workplace threats, intimidation or harassment against, or by, any Authority employees. Any reported threats will initiate necessary security measures and an investigation.

The provisions of this bulletin do not constitute a contract, expressed or implied, and any provisions contained in this bulletin may be modified or revoked without notice. The Authority also reserves the right to change the selection process to be used and weights assigned to various parts of the examination at any time during the process of this recruitment. Candidates should not assume that their inclusion in the examination process or listing on the certification list guarantees appointment to Authority vacancies.