



COUNTY COUNCIL OF TALBOT COUNTY

COURT HOUSE
11 N. WASHINGTON STREET
EASTON, MARYLAND 21601-3178
PHONE: 410-770-8001
FAX: 410-770-8007
TTY: 410-822-8735
www.talbotcountymd.gov

CHUCK F. CALLAHAN, President
PETE LESHER, Vice President

KEASHA N. HAYTHE
LYNN L. MIELKE
DAVE STEPP

ADMINISTRATIVE RESOLUTION REGARDING THE DIVERSITY, EQUITY, AND INCLUSION STATEMENT ADOPTED BY THE COUNTY COUNCIL OF TALBOT COUNTY, MARYLAND ON SEPTEMBER 22, 2020, AND DIVERSITY TRAINING FOR EMPLOYEES OF TALBOT COUNTY, MARYLAND

WHEREAS, on June 23, 2020, the County Council of Talbot County, Maryland (the "County Council") adopted an Administrative Resolution requiring the County Manager to provide an annual report describing diversity training initiatives ("Diversity Training") for employees of Talbot County, Maryland (the "County") in the prior fiscal year and identifying new opportunities for Diversity Training in the following fiscal year (the "June 23rd Administrative Resolution"); and

WHEREAS, on July 14, 2020, the County Council adopted an Administrative Resolution requiring the development of a diversity statement for the County applicable to the County government (the "July 14th Administrative Resolution"); and

WHEREAS, in accordance with the July 14th Administrative Resolution, on September 22, 2020, the County Council adopted, by motion, a "Diversity, Equity, and Inclusion Statement," the objective of which is stated therein as follows: "By adopting this Diversity, Equity & Inclusion Statement, [the County] strives to foster an environment that welcomes and accepts diversity within County government. The County is committed to: (1) maintaining an inclusive, productive, supportive, open, innovative, and equitable workplace environment in which every individual is valued for his or her unique characteristics; (2) fostering respect, understanding, and acceptance of differences; and (3) enabling employees to reach their full potential, thus enhancing the relationships among ourselves and optimizing the quality of services to our residents and our fellow employees" (the "DEI Statement"); and

WHEREAS, following the County Council's adoption of the June 23rd Administrative Resolution, the County Manager has provided annual reports to the County Council regarding Diversity Training; and

WHEREAS, on March 26, 2024, the County Council adopted an Administrative Resolution adopting the 2024 Employee Handbook for Talbot County, Maryland (the "Employee Handbook"), which contains provisions setting forth the County's commitments to Equal Employment Opportunity ("EEO"), the Americans with Disabilities Act ("ADA"), and zero tolerance for harassment of any kind whatsoever, including workplace harassment, sexual harassment, and other types of workplace harassment, such as bullying, intimidation, threats, and violence; and

WHEREAS, in accordance with the foregoing policies and the requirements of applicable law, including, but not limited to, the Equal Protection Clause of the United States Constitution, the County is a merit-based employer, where employees and prospective employees enjoy equal opportunity in all employment decisions without regard to race, creed, sex, national origin, disability, or other protected characteristics, and the County does not discriminate based on such protected characteristics; and

WHEREAS, it is the intent and desire of the County Council and County administration that every County employee and prospective employee enjoys a welcoming workplace, where all individuals are treated with dignity and respect; and

WHEREAS, the County relies heavily on financial assistance from the federal government in various projects, including, but not limited to, the pending Airfield Modernization Program for the Easton Airport (the "Program"), and the County would not be able to fund such projects absent such assistance; and

WHEREAS, on April 24, 2025, the U.S. Secretary of Transportation sent a letter to all recipients of U.S. Department of Transportation ("DOT") funding, including the County, stating, in pertinent part, that "any policy, program, or activity that is premised on a prohibited classification, including discriminatory policies or practices designed to achieve..."diversity, equity, and inclusion," or "DEI," goals, presumptively violates [federal] law" and that "[recipients] of DOT financial assistance must ensure that the personnel practices (including hiring, promotions, and terminations) within their organizations are merit-based and do not discriminate based on prohibited categories"; and

WHEREAS, the County Council does not wish to jeopardize the County's ability to receive critical federal funding, including DOT funding for the Program; and

WHEREAS, the Employee Handbook sets forth the intent and desire of the County Council and County administration that every County employee and prospective employee enjoys a welcoming workplace, where all individuals are treated with dignity and respect, consistent with applicable laws and regulations and the County's commitments to EEO, ADA, and zero tolerance for harassment of any kind whatsoever; and

WHEREAS, notwithstanding the June 23rd Administrative Resolution, the County administration provides training to all employees regarding compliance with all applicable laws and regulations, consistent with the County's commitments to EEO, ADA, and zero tolerance for harassment of any kind whatsoever; and

WHEREAS, in consideration of the foregoing, the County Council deems it appropriate to adopt this Administrative Resolution such that the June 23rd Administrative Resolution, the July 14th Administrative Resolution, and the DEI Statement are of no further force and effect.

NOW, THEREFORE, BE IT RESOLVED, by the County Council of Talbot County, Maryland, that:

1. The foregoing recitals are not merely prefatory but are a substantive part of this Administrative Resolution.
2. Effective immediately, the June 23rd Administrative Resolution, the July 14th Administrative Resolution, and the DEI Statement are of no further force and effect.
3. Effective immediately, the County Manager shall not be required to provide an annual report to the County Council describing Diversity Training initiatives for County employees but shall continue to inform the County Council regarding training afforded to County employees regarding compliance with all applicable laws and regulations.

4. Nothing in this Administrative Resolution shall be construed as a repudiation of the intent and desire of the County Council and County administration that every County employee and prospective employee enjoys a welcoming workplace, where all individuals are treated with dignity and respect, without regard to race, creed, sex, national origin, disability, or other protected characteristics or as a prohibition or limitation on the County administration's authority to provide training to all County employees regarding compliance with all applicable laws and regulations.

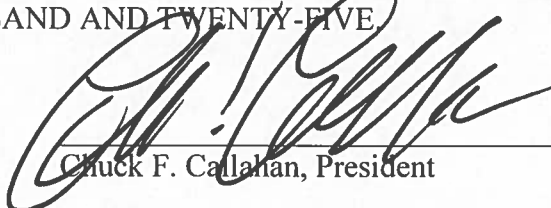
BE IT FURTHER RESOLVED, that this Administrative Resolution shall take effect immediately upon adoption.

INTRODUCED by the County Council of Talbot County, Maryland at a Regular Meeting on June 10, 2025, at which meeting copies were available to the public for inspection.

ADOPTED by the County Council of Talbot County, Maryland at a Regular Meeting on June 10, 2025, at which meeting copies were available to the public for inspection.

GIVEN UNDER OUR HANDS AND THE GREAT SEAL OF TALBOT COUNTY, THIS 10th DAY OF JUNE IN THE YEAR OF OUR LORD TWO THOUSAND AND TWENTY-FIVE.

ADOPTED:



Chuck F. Callahan, President


By the Council June 10, 2025




Pete Leshner, Vice President

Certified 
Susan Moran, Secretary

Keasha N. Haythe



Lynn L. Mielke



Dave Stepp