City Personnel Policy

EQUAL EMPLOYMENT OPPORTUNITY

POLICY: 200

Council approval: 03/29/2010 # Pages: 1

POLICY:

The City of Council Bluffs is committed to providing equal opportunity in employment to all employees and applicants for employment. No personnel decision or action shall be unlawfully influenced in any manner by consideration of an individual's race, color, creed, religion, national origin, ancestry, sex, age, disability, sexual orientation, ~~or~~ gender identity, or any other status protected by local, state ~~and~~ or federal law~~.~~

APPLICABILITY:

All employees and applicants for employment with the City.

PROCEDURE:

1. This policy applies to all terms, conditions, and privileges of employment including, but not limited to, hiring, placement, compensation, benefits, transfers, promotions, layoffs, returns from lay off, discipline, terminations, employee development and training, educational assistance, social and recreational programs, employee facilities, and retirement.

2. The Director of Human Resources is responsible for ensuring that employment practices and decisions are made without regard to race, sex, color, creed, religion, national origin, ancestry, age, disability, sexual orientation, ~~or~~ gender identity, or any other status protected by local, state ~~and~~ or federal law.

3. An effective equal employment opportunity program cannot be achieved without the support of supervisory personnel and employees at all levels. Any employee who feels he/she is the victim of discrimination has a responsibility to report this fact to the Director of Human Resources or City Attorney. Please refer to Policy 803 – Sexual and Other Discriminatory Harassment Prohibited for further information.

4. Any communication ~~from an applicant for employment, an employee, a government agency, or an attorney~~ concerning any equal employment opportunity matter is to be referred to the Director of Human Resources or City Attorney.