

CITY OF RACINE EQUAL EMPLOYMENT OPPORTUNITY POLICY

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Special Instructions: N/A		

The City of Racine is an Equal Opportunity/Affirmative Action employer functioning under an affirmative Action program. It is and will continue to be the policy of the City that there shall be no discrimination against any employee or applicant for employment because of age, sex, race, color, veteran's status, disabled veteran's status, religion, disability or disabilities, national origin, marital status, gender identity, sexual orientation, familial status, lawful source of income, or economic status, or any other protected status. This policy includes, but is not limited to, the following: recruitment and employment, promotion, demotion, transfer, compensation, selection for training including apprenticeship, layoff, termination, and any other coverage that may apply. This policy is consistent with the requirements and objectives as set forth in City Ordinance No. 62.27. Also, it affirms the City's commitment to continue to implement all State and Federal laws, executive orders, rules, regulations, and policies that apply to Equal Employment Opportunity/Affirmative Action, as set out in Title VII of the Civil Rights Act of 1964 and other applicable law.

Supervisors and managers shall ensure that the provisions of this policy are met. It is also the duty of every employee to help create a job environment that promotes equal opportunity. Any incident or situation that is believed to violate this policy should be brought to the attention of the City's Affirmative Action Officer. Anyone found to have engaged in any violation of this policy, or to have retaliated against anyone for reporting discrimination or for cooperating with an investigation, will be subject to disciplinary action, up to and including termination.