

City of Tallahassee

EQUAL OPPORTUNITY POLICY STATEMENT

The City of Tallahassee is firmly committed to Equal Employment Opportunity (EEO), equal access and compliance with all federal, state and local laws that prohibit employment discrimination, harassment or retaliation on the basis of protected classifications including an individual's race, color, gender, religion, national origin, age, disability, marital status, pregnancy, sexual orientation, gender identity, and protected veteran status. This policy applies to all employment decisions including, but not limited to, recruiting, hiring, training, promotions, pay practices, benefits, disciplinary actions and terminations.

Moreover, employees of and applicants to the City of Tallahassee shall not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to pursue their legal rights related to any federal, state, or local law regarding equal opportunities or anti-discrimination. City employees are encouraged to report to Equity and Workforce Development, or a department director, any conduct that appears to be contrary to this Policy Statement. The City takes an affirmative responsibility to prevent and address any misconduct. The City recognizes its obligation to provide reasonable accommodations when requested for all future applicants or current employees with disabilities in order to facilitate inclusion of such persons in the hiring, promotional and organizational development opportunities.

As City Manager, I am committed to the principles of Equal Employment Opportunity. In order to safeguard dissemination and implementation of equal employment opportunities and ensure that discrimination is properly addressed throughout all levels of the organization, Equity and Workforce Development department will coordinate the City's EEO Policy and continue to maintain the tracking data and reporting system to allow for effective measurement of diversity in the organization's programs.

In furtherance of City of Tallahassee's policy regarding Equal Employment Opportunity and Anti-Discrimination, the City of Tallahassee has developed an Anti-Harassment and Discrimination Policy (Administrative Policy 1201) that sets forth the goals, practices and procedures, which the City is committed to applying, in order to ensure that its policy of non-discrimination for qualified individuals in protected classes is accomplished. This policy is available for inspection by any employee or applicant for employment upon request, between 8:00 a.m.-5:00 p.m. at the Equity and Workforce Development Department, and available on-line on the City of Tallahassee's website. Any questions should be directed to me, your supervisor, or the EEO Coordinator.



Anita Favors Thompson
City Manager