

EQUAL EMPLOYMENT OPPORTUNITY

POLICY STATEMENT OF

CITY OF WENDELL

It is the intent of the City of Wendell to provide equality of opportunity in employment with the City for all persons and to prohibit discrimination in hiring and promotion because of race, color, religion, sex, national origin, political affiliation, physical handicaps, age, or marital status. All personnel policies, programs, practices, and operations will be directed by this goal, and a complete effort will be made to promote the full realization of equal opportunity in action throughout the City's organization.

The Concept of an Affirmative Action Program is both consistent with and fundamental to the maintenance of an effective personnel management system. Therefore, it shall be implemented as an important integral part of the personnel system of the City.

Therefore, the City intends that all matters related to recruiting, hiring, training, compensation, benefits, promotions, transfers, layoffs, recall from layoffs, City-sponsored educational, social and recreational programs, and all treatment on the job be free of discriminatory practices.

As opportunities for transfer, advancements, or promotion occur, including promotions into and within management, period reviews and analysis of personnel records will be made to insure that all minority, women and handicapped employees continue to receive equal consideration and that only valid requirements are imposed for these opportunities.

The City Clerk will have the overall responsibility for the implementation of our Affirmative Action Program. With the cooperation and assistance of appropriate staff and operating personnel this person will direct periodic surveys to determine whether the program is achieving its objectives. Reports of these surveys will be the basis for appropriate action to correct deficiencies.

The City of Wendell intends to measure itself against specific objectives which will continue to move its total employment posture aggressively toward full and equal participation for all employees in the opportunities available here.

Adopted by the Wendell City Council the 12th day of June, 1987.

CITY OF WENDELL


MAYOR OTTO LEMKE

ATTEST:


JUNE HOLM, CITY CLERK