

City of Kalamazoo
2016 Equal Employment Opportunity Plan

Policy Statement On
Equal Employment Opportunity

The City of Kalamazoo respects the diversity that exists in our community and among our employees. We promote this diversity through a policy of inclusiveness where all persons are treated fairly regardless of their differences.

The City of Kalamazoo is committed to providing equal opportunity in employment, development and advancement for all applicants and employees regardless of the person's inclusion in any of the following classifications:

age	disability	height	religion
ancestry	ethnicity	marital status	sex/gender
arrests (pre-hire)	familial status	national origin	sexual orientation
citizenship	gender identity	pregnancy	veteran status
color	genetic information	race	weight

To ensure a positive environment, the City of Kalamazoo will comply with federal and state laws that protect against discrimination. The City will supplement these protections with additional policies as necessary to promote diversity and inclusiveness.

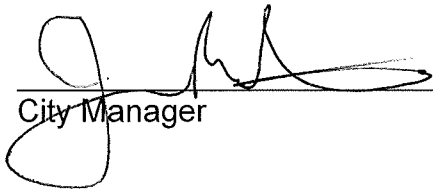
The City of Kalamazoo, consistent with Article I, Section 26 of the Michigan Constitution, may implement equal employment opportunity programs and policies to establish or maintain eligibility for any federally funded contract or program.

In order to hire and provide advancement for applicants and employees within the above identified classifications, and to minimize or eliminate impediments that may deny advancement to those individuals, the City of Kalamazoo willingly makes the following commitments:

- Endeavor to inform diverse applicants of employment opportunities with the City through media, appropriate referral agencies and other pertinent sources
- Hire without discrimination or preference, except as permitted by law.
- Make physical structure modifications as necessary to reasonably accommodate disabled employees or potential employees
- Inform all employees of available promotional opportunities through job postings that describe essential skills and necessary job qualifications
- Provide training, when deemed necessary by the City, without discrimination

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- Review the City's organization to determine whether additional positions or restructuring are needed to provide appropriate promotional opportunities
- The Human Resources/Labor Relations Director has the responsibility for the implementation of the Equal Employment Opportunity (EEO) Plan and is the designated EEO Officer.
- Applicants and employees have the right to file complaints alleging discrimination with the Human Resources department or City Manager's office
- Performance of managers and supervisors will include evaluation of diversity efforts in compliance with the EEO Plan and to recruit and promote a diverse workforce
- Recruiting, retaining and promoting a diverse workforce will provide benefits to employees, the organization and those served through fuller utilization of underrepresented human resources



City Manager

12/8/16

Date