

Personnel Policy 20-6
EQUAL EMPLOYMENT OPPORTUNITY POLICY

SUBJECT: Equal Employment Opportunity

PURPOSE: The City of Clarksville is an equal opportunity employer. In accordance with anti-discrimination laws, it is the purpose of this policy to effectuate these principles and mandates.

APPLICABILITY: This policy applies to all individuals employed by or seeking to obtain employment with the City of Clarksville.

POLICY STATEMENT: As an equal opportunity employer, the City of Clarksville complies with all applicable laws, rules and regulations preventing discrimination against job applicants based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, status as a veteran or special disabled veteran, or status in any other group protected by law.

REFERENCE:

1.

POLICY:

It is the policy of the City of Clarksville to provide equal employment opportunities to all individuals regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, status as a veteran or special disabled veteran, or status in any other group protected by law. This policy extends to all terms and conditions of employment, including but not limited to hiring, placement, promotion, retention, termination, layoff, recall, transfer, leaves of absence, compensation and training. However, we will not employ a person who is or becomes an unauthorized alien. Upon hire, all new employees must provide suitable identification and complete the Form I-9, Employment Eligibility Verification Form.

It is the policy of the City of Clarksville to maintain a respectful work and public service environment. the City of Clarksville prohibits and will not tolerate any form of unlawful harassment by or toward any employee or official on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, status as a veteran or special disabled veteran, or status in any other group protected by law. Any employee or official who engages in such behavior is subject to disciplinary action, up to and including termination of employment.

Employees or applicants with questions or concerns about any type of discrimination or harassment in the workplace are encouraged to bring these issues to the attention of the immediate supervisor or department head. Employees can raise concerns and make complaints

without fear of reprisal and with the assurance of protection from harassment or retaliation. Anyone found to be engaging in discrimination or harassment in violation of city policy will be subject to disciplinary action, up to and including termination of employment. A finding of a violation of city policy does not, however, amount to a finding of unlawful discrimination or harassment; in order to further its objective of equal employment opportunities the city may, but shall not be required to, interpret its policy more broadly than federal or state law mandates.

EFFECTIVE DATE: December 1, 2020

FREQUENCY OF REVIEW AND UPDATE: This policy will be reviewed at least annually.

DATE OF ADOPTION: November 5, 2020




WILL WYATT, HUMAN RESOURCES DIRECTOR

RESOLUTION 32-2020-21

A RESOLUTION ADOPTING PERSONNEL POLICY 20-6 PERTAINING TO EQUAL EMPLOYMENT OPPORTUNITY


BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CLARKSVILLE, TENNESSEE:

That Personnel Policy 20-6, pertaining to Equal Employment Opportunity, is hereby adopted.



Mayor

ATTEST:



City Clerk

ADOPTED: November 5, 2020