

# City of New Haven

## Equal Employment Opportunity Policy Statement

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**Purpose:** The purpose of this policy is to set acceptable standards for promoting and insuring equal employment opportunities in all aspects of employment with the City of New Haven, and to comply with all Federal, State and Local laws mandating Equal Employment Opportunity.

**Issuing Authority:** The Chief Administrative Officer is the issuing authority for this policy.

**Enforcement Authority:** The Department of Human Resources is responsible for insuring departmental compliance with this policy.

### Policy

It is the policy of the City of New Haven to promote the realization of equal employment opportunity through the adoption of specific practices designed to ensure that employment opportunity is equally available without discrimination on the basis of race, color, religion, sex, disability, national origin, political affiliation or sexual orientation.

To implement this policy, the City will continue to:

- A. Recruit, hire, train and promote persons in all job classifications without discrimination on the basis of race, color, religion, sex, disability, national origin, political affiliation or sexual orientation.
- B. Base decisions on employment so as to further the principle of equal employment opportunity.
- C. Insure that promotion decisions are in accord with principles of equal employment opportunity by imposing only appropriate requirements for promotional opportunities.
- D. Insure that all personnel actions (including but not limited to compensation, benefits, transfers, layoffs or return to work, City sponsored training, education, tuition assistance, social and recreational programs) are administered without discrimination on the basis of race, color, religion, sex, disability, national origin, political affiliation or sexual orientation.

Equal Employment Opportunity is not only the law, but also a core principle of our City's operation. Each employee is expected to act in a manner that will achieve this goal.

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Issuing Authority: \_\_\_\_\_

Effective Date: \_\_\_\_\_

Previously Revised: N/A A copy of this policy is available for review at the Department of Human Resources, and on the City's computer network at N:\policies\eeopptypol.doc
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