

## ***Equal Employment Opportunity***

**General Policy.** It shall be the policy of the City of Merrill to recruit and select the most qualified persons for positions in the City government, including full-time, part-time and limited term appointments. Recruitment and selection shall be conducted in an affirmative manner to insure open competition, provide equal opportunity, and prohibit discrimination because of race, color, religion, creed, sex, sexual preference, national origin, ancestry, political belief, physical or mental handicap disability, or marital status. Goals of this policy are that persons of disadvantaged groups be fairly represented by the City of Merrill's work force and that promotional opportunities are provided for qualified employees.

**Discrimination Prohibited.** The Common Council, as the duly elected legislative authority of the City of Merrill, reaffirms, endorses, supports and is committed to the concept of equal opportunity employment as defined and/or implied under Title VII of the Civil Rights Act of 1964, Equal Employment Opportunity Act of 1972, and the Americans With Disabilities Act (20 U.S.C. 706, 42 U.S.C. 12101, 47 U.S.C. 152). Equal employment opportunity will be assured in the municipal personnel systems and affirmative action provided in their administration. Discrimination against any person in recruitment, examination, appointment, training, promotion, retention, separation, discipline, or any other aspect of personnel administration because of race, color, religion, creed, age, sex, sexual preference, national origin, ancestry, political belief, physical or mental handicap disability, or marital status is prohibited.

**Equal Employment Opportunities.** It is the policy of the City of Merrill not to discriminate against any employee or applicant for employment because of race, color, religion, creed, age, sex, sexual preference, national origin, ancestry, political belief, physical or mental handicap disability, or marital status. This policy not to discriminate in employment includes, but is not limited to the following:

- (1) The City will employ those applicants who possess necessary skills, education and experience, without regard to race, color, religion, creed, age, sex, sexual preference, national origin, ancestry, political belief, physical or mental handicap disability, or marital status.
- (2) The City will promote, upgrade, transfer or demote, recruit, advertise or solicit for employment without regard to race, color, religion, creed, age sex, sexual preference, national origin, ancestry, political belief, physical or mental handicap disability, or marital status.
- (3) The City will train during employment and select for training and apprenticeship programs without regard to race, color, religion, creed, age, sex, sexual preference, national origin, ancestry, political belief, physical or mental handicap disability, or marital status.
- (4) No employee shall aid, abet, compel, coerce or conspire to discharge or cause another employee to resign because of race, color, religion, creed, age, sex, sexual preference,

national origin, ancestry, political belief, physical or mental handicap disability, or marital status.

(5) The City will establish rates of pay and terms, conditions or privileges of employment without regard to race, color, religion, creed, age, sex, sexual preference, national origin, ancestry, political belief, physical or mental handicap disability, or marital status.

(6) The City will use for job referral purposes, only those employment agencies which do not discriminate on the basis of race, color, religion, creed, age, sex, sexual preference, national origin, ancestry, political belief, physical or mental handicap disability, or marital status.

(Code 1993, § 2-6-1)