

CITY OF DENTON

POLICY/ADMINISTRATIVE PROCEDURE/ADMINISTRATIVE DIRECTIVE

SECTION: HUMAN RESOURCES	REFERENCE NUMBER: 100.01
SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY	INITIAL EFFECTIVE DATE: 07/04/92
TITLE: EQUAL EMPLOYMENT OPPORTUNITY	LAST REVISION DATE: 07/12/11

POLICY STATEMENT:

It is the policy of the City of Denton to afford equal opportunity in employment to all individuals regardless of race, color, religion, gender, sexual orientation, gender identity, age, disability status, national origin, genetics, or any protected classification under Federal or state law. Therefore, the City is committed to the following principles of Equal Employment Opportunity law which are designed to achieve a diversified work force:

1. To recruit, hire and promote all job classifications without regard to race, color, religion, gender, sexual orientation, gender identity, age, disability status, national origin, genetics, or any protected classification under Federal or state law.
2. To base decisions of employment so as to further the principles of equal employment opportunity and work force diversity.
3. To ensure that in-house advancement decisions are made in accordance with the principles of equal employment opportunity by imposing only valid requirements for in-house advancement opportunities.
4. To ensure that all personnel actions, including but not limited to compensation, benefits, transfers, layoffs, return from layoff, training, education through tuition reimbursement will be administered without regard to race, color, religion, gender, sexual orientation, gender identity, age, disability status, national origin, genetics, or any protected classification under Federal or state law.
5. To ensure that all facilities of the City of Denton are available to employees on a non-discriminatory basis; and that all social and recreation programs sponsored for employees be open to participation without regard race, color, religion, gender, sexual orientation, gender identity, age, disability status, national origin, genetics, or any protected classification under Federal or state law.