



## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The City of Stamford is an equal opportunity employer. In accordance with anti-discrimination law, it is the purpose of this policy to effectuate these principles and mandates. The City of Stamford prohibits discrimination and harassment of any type and affords equal employment opportunities to employees and applicants without regard to race, color, religion, gender, sexual orientation, marital status, pregnancy, national origin, ancestry, age, physical or mental disability or genetic information. In addition, all contractors and subcontractors who do business with the City of Stamford must provide equal opportunities in employment to all qualified persons solely on the basis of job-related skills, ability and merit. The City will continue to take steps to ensure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, gender, sexual orientation, marital status, pregnancy, national origin, ancestry, age, physical or mental disability or genetic information.

The policy of equal employment opportunity (EEO) and anti-discrimination applies to all aspects of the relationship between the City of Stamford, its contractors and subcontractors and their employees, including:

- ✓ Employee benefits and application of policies
- ✓ Employment
- ✓ Promotion
- ✓ Recruitment
- ✓ Transfer
- ✓ Wage and salary administration
- ✓ Working conditions

The policies and principles of EEO also apply to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary and any other persons or firms doing business for or with the City of Stamford.

The Director of Human Resources will be responsible for the dissemination of this policy. All City of Stamford Directors, managers and supervisors are responsible for implementing equal employment practices with each department. The Human Resources Department is responsible for overall compliance and ensuring that the City of Stamford administers our EEO policy fairly and consistently by:

- Posting all required notices regarding employee rights under EEO laws in areas highly visible to employees.

- Advertising for job openings with the statement the City of Stamford is “An Equal Opportunity Employer – Minorities/Females/Disabled/Veterans”
- Posting all required job openings with the appropriate state agencies.
- Forbidding retaliation against any individual who files a charge of discrimination, opposes a practice believed to be unlawful discrimination, reports harassment, or assists, testifies or participates in an EEO agency proceeding.
- Requires employees to report to a member of management, an HR representative or the Corporation Counsel any perceived discrimination or harassment. The report should be made within 48 hours of the incident.
- Promptly notifies the Corporation Counsel of all incidents or reports of discrimination or harassment and takes other appropriate measures to resolve the situation.

### Harassment

Harassment is a form of unlawful discrimination and violates the City of Stamford policy. Prohibited sexual harassment, for example, includes unwelcome sexual advances, request for sexual favors and other verbal or physical conduct of a sexual nature when:

Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; or

Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individuals; or

Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

The City of Stamford encourages employees to report all incidents of harassment to a member of management or the Human Resources Department. The City of Stamford investigates all complaints of harassment promptly and fairly, and, when appropriate, takes immediate corrective action to stop the harassment and prevent it from recurring.

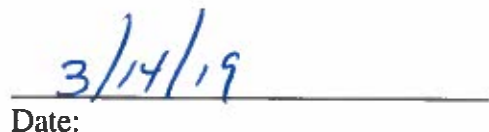
### Remedies

Violations of this policy, regardless of whether an actual law has been violated, will not be tolerated. The City of Stamford will promptly, thoroughly and fairly investigate every issue that is brought to its attention in this area and will take disciplinary action, when appropriate, up to and including termination of employment.

This Equal Employment Opportunity Policy Statement reaffirms my personal commitment to the principles of Equal Employment Opportunity.



David Martin, Mayor



Date: