

AFFIRMATIVE ACTION POLICY
City of Dallas

Adopted by Resolution No. 3201
June 7, 2010

APPLICABILITY

This policy applies to all employees, council members, and contractors of the City of Dallas. This policy applies to all matters relating to hiring, firing, promotion, benefits, compensation and other terms and conditions of employment, as well as delivery of City services.

AFFIRMATIVE ACTION POLICY STATEMENT

The City of Dallas supports the spirit and the letter of equal employment opportunity laws, rules, regulations, affirmative action concepts and the right of all persons to work and advance on the basis of merit, ability, and potential. The City strives to achieve equal employment opportunity and affirmative action objectives through the recruitment, employment and advancement of a diverse workforce, including women, minorities and the disabled. The City will not tolerate any form of discrimination or harassment and endeavors to maintain a tolerant and respectful work environment free of hostility or unwelcome behavior.

The City is committed to providing citizens and employees equal access to programs and services and fair and equal opportunities for employment, and will take affirmative action steps when necessary to assure such equal access and employment opportunities.

The City will not discriminate against any person on the basis of race, religion, color, sex, sexual orientation, national origin, marital status, age, mental or physical disability, veteran's status or other protected status in accordance with applicable laws, unless based on a bona fide and lawful occupational or other qualification.

The City will state that it is an Equal Opportunity Employer on its website and in all employment announcements.