

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

A. STATEMENT OF COMMITMENT

1. The City of Parma is an equal opportunity employer.
2. In accordance with State and Federal law, the following will not be taken into consideration or serve as the basis for employment-related decisions including those affecting selection, compensation or benefits, discipline, evaluation or termination: race, color, religion, creed, age, sex, sexual orientation, national origin, ancestry, armed forces veteran status and/or possessing a disability (that does not affect the individual's ability to perform the essential functions of a position with or without reasonable accommodation).
3. No employee may aid, abet, compel, coerce or conspire to discharge, harass or cause another to resign because of race, color, religion, creed, age, sex, national origin or ancestry, or disability. Employees proven to have engaged in this type of behavior will be subject to disciplinary action up to and including termination.

B. PRACTICES

1. Classified advertisements, vacancy postings and notices of competitive examinations will be accessible to members of the community and general public.
2. Classified advertisements, vacancy postings and notices of competitive examinations will include an Equal Employment Opportunity statement.
3. The City will appoint an Equal Employment Opportunity Officer of the City. All alleged violations of this policy must be reported to the Law Director or designee by the affected employee or other person with knowledge of the violation. The Law Director or designee shall conduct timely and thorough investigations in accordance with the Complaint Procedure as outlined in Section 5.25 of this Manual.

Employees proven to have engaged in discriminatory behavior or conspiring to conceal evidence of such behavior will be subject to disciplinary action up to and including termination.

4. The City shall make good-faith efforts to ensure contractors and subcontractors who perform work for the City comply with all Federal, State and local EEO policies and identify themselves as Equal Opportunity Employers.
5. The City shall maintain records as required by the Equal Employment Opportunity Commission and/or the Ohio Civil Rights Commission.