

SECTION II

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The City of Huntsville Public Transit Division abides by and is similarly committed to the City of Huntsville's policies and efforts to ensure equal employment opportunity. As such, it is the policy of the City of Huntsville Public Transit Division to encourage and support equal employment opportunity for all employees and applicants for employment without regard to race, color, creed, religion, national origin, ancestry, sex, age, marital status, political affiliation, sexual orientation, veteran status, or mental or physical disability, except where age or physical requirements constitute a bona fide occupational qualification necessary for proper and efficient functioning in the job. Employment decisions will be evaluated on the basis of an individual's knowledge, skills, abilities, job performance and, other legitimate qualifications.

Equal employment opportunity, free of discriminatory practices, shall be enforced in all facets of employment including, but not limited to, recruitment, appointment (selection), testing, promotions, transfers, terms and conditions of employment, compensation, benefits, training, discipline, appeals, layoffs, and terminations.

It is the policy of the City of Huntsville to provide a work environment free from all forms of harassment. The City of Huntsville strictly prohibits discrimination and harassment of any kind, including sexual harassment. Employees of and applicants to the City of Huntsville Public Transit Division will not be subject to harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in filing a complaint, assisting in a review, investigation, or hearing or have otherwise sought to obtain their legal rights related to any Federal, State, or local law regarding equal employment opportunity.

As the Mayor of the City of Huntsville, I have the ultimate responsibility for ensuring that equal employment opportunity and affirmative action receive the high level of priority that is due this activity. I have assigned the Equal Employment Officer the responsibility of developing and monitoring affirmative action and other equal employment opportunity programs. However, management personnel at every level must share in the responsibility for promoting affirmative action and equal employment opportunity to ensure that compliance is achieved. To this end, the work performance of managers and supervisors will be evaluated, in part, on the basis of their equal employment opportunity efforts.

In furtherance of the City of Huntsville Public Transit Division's Equal Opportunity Policy, the Public Transit Division has developed a written Equal Opportunity Status Report (Affirmative Action Plan) which sets forth the policies, practices, procedures, goals and timetables, which the Public Transit Division is committed to applying in order to ensure that its policy of non-discrimination and affirmative action for qualified women and minorities is accomplished.

Equal opportunity must be part of all personnel decisions and in all phases of operation at the City of Huntsville Public Transit Division. Successful performance on our affirmative action goals will provide benefits to the division to the full utilization and development of previously underutilized human resources.

06/04/09
Date


Tommy Battle, Mayor