



Office of the Mayor
City of Columbus
Ohio

POLICY ON EQUAL EMPLOYMENT OPPORTUNITY

The overall objective of the Equal Employment Opportunity Policy is to free the working environment of any and all forms of unlawful employment discrimination.

Federal, State and Local law prohibits discrimination on the basis of race, color, religion, sex, national origin, disability, ancestry, age, genetic information, sexual orientation, gender identity or expression, or military status.

It is the policy of the City of Columbus to provide equal employment opportunity in City government in recognition of the essential rights of all qualified applicants and employees; to prohibit discrimination in employment with regard to race, color, religion, sex (including sexual harassment), national origin, disability, ancestry, age, genetic information, sexual orientation, gender identity or expression or military status; to identify or eliminate barriers to the recruitment, employment, promotion, transfer, training, working conditions, wages and salary administration, employee benefits and application of policies in each department and division of City government.

It is the policy that non-discrimination and equal employment opportunity apply to the selection and treatment of independent contractors, customers or vendors, individuals working on City premises who are employed by temporary agencies and any other organizations or firms doing business for or with the City.

The policy requires more than a desire to eliminate discriminatory barriers to employment. It must also entail positive and aggressive measures to ensure equal employment opportunity in all areas of human resources management. These measures should include actions required to remedy all effects of discriminatory patterns and practices and those actions necessary to guarantee equal employment opportunity for all qualified persons.

All departments and appointing authorities shall act affirmatively to eliminate discrimination and ensure that this Policy is implemented in their operations with the assistance of the Department of Human Resources.