



Office of the Mayor
City of Columbus
Ohio

POLICY ON EQUAL EMPLOYMENT OPPORTUNITY

Federal, State and Local law prohibits discrimination on the basis of race, color, religion, sex, national origin, disability, ancestry, age, genetic information, sexual orientation 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 or military status; to identify or eliminate barriers to the employment of qualified persons and promote equal opportunity with respect to hiring, promotion, terms, conditions or privileges of employment in each department and division of City government.

It is the policy that non-discrimination and equal employment opportunity are the policy of City government in all of its employment decisions, programs, services and activities. To that end, all City departments and divisions, supervisors and employees shall act affirmatively to ensure equality of opportunity in the internal affairs of City government, as well as in their relations with the public.

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 efforts required to remedy all effects of discriminatory patterns and practices and those actions necessary to guarantee equal employment opportunity for all qualified persons.

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

All departments and appointing authorities shall act affirmatively to eliminate discrimination.

All departments and appointing authorities shall have responsibility for ensuring that this Policy is implemented in their operations with the assistance of the Human Resources Department, Equal Employment Opportunity Office.

To effectuate the intent of equal employment opportunity, each City department and agency shall cooperate and work with the Human Resources Department, Equal Employment Opportunity Office in the performance of the duties and responsibilities imposed by this Policy.

The Human Resources Department, Equal Employment Opportunity Office, is hereby designated to administer the Equal Employment Opportunity Policy as set forth in this document.