



Equal Employment Opportunity Policy

The City of Kalamazoo respects the diversity that exists in our community and among our employees. We promote this diversity through a policy of inclusiveness where all persons are treated fairly regardless of their differences.

The City of Kalamazoo is committed to providing equal opportunity in employment, development and advancement for all applicants and employees regardless of the person's inclusion in any of the following classifications:

age	disability	height	race	sexual orientation
ancestry	ethnicity	marital status	religion	veteran status
citizenship	gender identity	national origin	sex	weight
color				

To ensure a positive environment, the City of Kalamazoo will comply with federal and state laws that protect against discrimination. The City will supplement these protections with additional policies as necessary to promote diversity and inclusiveness.

The City of Kalamazoo, consistent with Article I, Section 26 of the Michigan Constitution, may implement and enforce affirmative action programs and policies to establish or maintain eligibility for any federally funded contract or program.

In order to hire and provide advancement for applicants and employees within the above identified classifications, and to minimize or eliminate impediments that may deny advancement to those individuals, the City of Kalamazoo willingly makes the following commitments:

- ◆ Endeavor to inform minority, female, disabled, and other diverse applicants of employment opportunities with the City through media, appropriate referral agencies and other pertinent sources
- ◆ Hire without discrimination or preference, except as permitted by law, qualified minority, female, disabled and other diverse applicants into positions at all levels of the organization as positions become available
- ◆ Make physical structure modifications as necessary to reasonably accommodate disabled employees or potential employees
- ◆ Inform all employees of available promotional opportunities through job postings that describe essential skills and necessary job qualifications
- ◆ Provide training, when deemed necessary by the City, without discrimination
- ◆ Review the City's organization to determine whether additional positions or restructuring are needed to provide appropriate promotional opportunities.

[signed by City Manager Kenneth P. Collard 5/21/08]