

CITY OF WAUKESHA

201 Delafield Street, Waukesha, WI 53188
Tel: 262.524.3700 fax: 262.524.3899
www.waukesha-wi.gov

Committee: HR Committee	Date: 10/20/2021
Common Council Item Number: ID# 21-2273	Date: 10/20/2021
Submitted By: Marquise Vasquez	City Administrator Approval: Click here to enter text.
Finance Department Review: NA	City Attorney's Office Review: Click here to enter text.
Subject: Request to review and approve amendments to HR Policy B12 Equal Opportunity Employer	

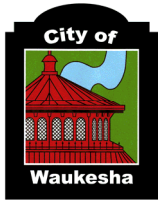
Details:
Revised language added and approved at 9/15/2021 HR meeting. Final redlined version on the following pages.

Options & Alternatives:
[Click here to enter text.](#)

Financial Remarks:
[Click here to enter text.](#)

Executive Recommendation:
[Click here to enter text.](#)





City of Waukesha HR Policy

B12 Equal Opportunity Employer

***Formerly B-1 (there were two policies labeled B-1)**

Purpose

~~BE IT FURTHER RESOLVED, that t~~The City of Waukesha is an equal opportunity employer. ~~and that it~~ is the policy of the City of Waukesha that all persons seeking employment in the service of the City, regardless of race, color, religion, sex, national origin, age, ~~or~~ disability or any other legally protected class (except where sex, age, physical or mental requirements are a bona fide occupational qualification (BFOQ) and/or marital status where supervisory relationship exists), shall be provided the opportunity for such employment. ~~and that in furtherance of such policy~~ Furthermore, all employees regardless of their race, color, religion, sex, national origin, age, ~~or~~ disability or any other legally protected class (except where sex, age, physical or mental requirements are a bona fide occupational qualification (BFOQ) and/or marital status where supervisory relationship exists), shall be provided the opportunity so far as it is reasonable, to advance in the service of the City as their ability, knowledge, experience and skill warrants.

The City of Waukesha strives to develop, maintain, and continuously improve upon an inclusive environment with equitable treatment for all to feel safe, appreciated, and treated fairly. We embrace and cultivate respect, trust, open communications, and diversity of thought and people. ←Language approved and added 9.15.2021

Summary

~~BE IT FURTHER RESOLVED, that this Affirmative Action Program is designed to satisfy the equal employment opportunity/affirmative action responsibilities of the City. That in this place, the City undertakes to review its policies and practices with a view toward enhancing equal employment opportunity without regard to race, color, religion, sex, national origin, age or disability, and that applicants shall be provided the opportunity for such employment in so far as their ability, knowledge, experience and skill warrants.~~

~~BE IT FURTHER RESOLVED, that t~~The City of Waukesha has at all times been and continues to be an equal opportunity employer and has complied with all applicable nondiscrimination laws. As a matter of ~~policy~~ policy, ~~the~~ is City has not and does not engage in any unlawful practices in employment.

Employees with questions or concerns about any type of discrimination in the workplace are encouraged to contact their immediate supervisor or Human Resources. If you believe you have been the victim of any type of discrimination or are aware of such conduct, you must promptly notify your immediate supervisor or Human Resources. Employees may raise concerns and make reports without fear of reprisal. Anyone found to be responsible of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

Passed this ____ day of ____, 2021.

Approved this ____ day of ____, 2021.

Mayor

ATTEST:

City Clerk