

City Council Action Item Cover Sheet

DATE: November 7, 2018

Agenda Item:

Resolution 41

Question Before Council:

Approval of Resolution 2018-41

Person/Group Initiating Request:

Mayor Gerald Stanley

Item Summary/Background:

Mayor Stanley wanted to update the City's EEO policy to include gender identity, military status, and political affiliation.

Resolution 2018-41 includes these updates.

Recommendation: After discussion, the City Manager recommends Council consider the following motion:
I move to approve Resolution 2018-41, a resolution approving changes to the City's EEO policy.

**CITY OF YACHATS
RESOLUTION 2018-41
A RESOLUTION EQUAL EMPLOYMENT
OPPORTUNITY/AFFIRMATIVE ACTION POLICY
RESTATING RESOLUTION 220, DATED JULY 10, 1992**

WHEREAS, State and federal laws prohibit discrimination in employment on the basis of race, color, religion, sex, handicap or national origin, and;

WHEREAS, The City of Yachats supports Equal Employment Opportunity/ Affirmative Action for all.

NOW THEREFORE, be it resolved, that:

1. The City of Yachats provides Equal Employment Opportunity (EEO) to all qualified employees and applicants without unlawful regard to race, color, creed, religion, gender or gender identity, sexual orientation, national origin, age, disability, genetic information, marital status, veteran status, military status, political affiliation, or any other status protected by applicable federal, Oregon, or local law. This EEO policy applies to all aspects of the employment relationship – including but not limited to, recruitment, hiring, compensation, promotion, demotion, transfer, disciplinary action, layoff, recall and termination of employment.
2. Say the City is an equal opportunity employer in all job announcements;
3. Take affirmative action steps when necessary to assure all persons are afforded an equal opportunity to apply for city employment.

EFFECTIVE DATE: This Resolution shall take effect immediately upon its adoption.

Passed and adopted by the Yachats City Council this 7th day of November, 2018.

Gerald F. Stanley, Mayor

Attest by:

Shannon Beaucaire, City Manager

C I T Y O F Y A C H A T S

RESOLUTION NO. 220

**Equal Employment Opportunity/Affirmative
Action Policy**

WHEREAS, State and federal laws prohibit discrimination in employment on the basis of race, color, religion, sex, handicap, or national origin, and;

WHEREAS, the City of Yachats supports equal employment opportunities for all,

NOW, THEREFORE, BE IT RESOLVED that it is the policy of the City of Yachats to:

1. Afford equal opportunities for employment to all persons regardless of race, color, religion, sex, handicap, or national origin;
2. Say the City is an equal opportunity employer in all job announcements;
3. Take affirmative action steps when necessary to assure all persons are afforded an equal opportunity to apply for city employment.

EFFECTIVE DATE

This Resolution will take effect July 10, 1992.

Nancy Reynolds, Mayor

Attest:

Janice C. Victoria, City Recorder

**Resolution No. 220, Equal Employment Opportunity/
Affirmative Action Policy**