

City Council Action Item Cover Sheet

DATE: December 5, 2018

Agenda Item:

Resolution 2018-41

Question Before Council:

Approval of Resolution 2018-41

Person/Group Initiating Request:

Mayor Gerald Stanley

Item Summary/Background:

Mayor Gerald Stanley has updated Resolution 2018-41 updates the EEO/Affirmative action policy
with the additional categories of gender identity, gender expression, military status, association or political affiliation,
and genetic information. These categories are similar to the ones in the updated Lincoln County
statement in the Council packets.

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 UPDATING THE EQUAL EMPLOYMENT
OPPORTUNITY/AFFIRMATIVE ACTION POLICY WHICH
RESTATES 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 and 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 and does not discriminate on the basis of race, color, religion, creed, gender, national origin, age, disability, marital status, sexual orientation, gender identity, gender expression, military status, veteran status, association or political affiliation, genetic information, or any other status protected by applicable federal, Oregon, or local law;
2. 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;
3. State that the City is an equal opportunity employer in all job announcements;
4. Affirmative action steps will be taken 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 on December 5, 2018.

Attest by:

Gerald F. Stanley, Mayor

Shannon Beaucaire, City Manager



POLICY
BEFORE
2018

Published on *Lincoln County Oregon* (<https://www.co.lincoln.or.us>)

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Non-Discrimination Statement

It is the policy of Lincoln County Health & Human Services to prohibit discrimination against any individual with regard to sex, race, color, creed, age, religion, national origin, sexual orientation, marital status, military status, association with members of a protected class, membership in other protected groups, association or political affiliation, injured worker status, veteran status, non-supervisory family relationships, disability (except for bona fide occupational qualifications), or any other protected class or work relationship relating to terms of employment, provision of service to the public and access to public facilities.

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The mission of Lincoln County is to provide essential public services, both legally required and locally desired, in an efficient, effective, and respectful manner.

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function googleTranslateElementInit() { new google.translate.TranslateElement
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Site Design by Aha Consulting

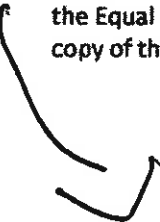
Source URL: <https://www.co.lincoln.or.us/hhs/page/non-discrimination-statement>

Article 3: Non-Discrimination and Equal Employment Opportunity

The following is the statement of Lincoln County's policy of non-discrimination regarding employment opportunity, service to the public and access to County facilities.

A. Lincoln County Statement of Non-Discrimination

It is the policy of the County to prohibit discrimination against any individual with regard to sex, race, color, age, religion, national origin, sexual orientation, gender expression, gender identity, marital status, military status, association with members of a protected class, membership in other protected groups, association or political affiliation, injured worker status, veteran status, non-supervisory family relationships, disability (except for bona fide occupational qualifications), genetic information, or any other protected class or work relationship relating to terms of employment recognized under Oregon or federal law. Lincoln County maintains, monitors and regularly updates the Equal Employment Opportunity Plan (EEOP) to ensure non-discriminatory hiring practices. A copy of the EEOP is available on the County website.



POLICY AS
REVISED IN 2018



CITY OF YACHATS

PO Box 345 (441 N. Highway 101), Yachats OR 97498

Phone (541) 547-3565

Fax (541) 547-3063

Relay Oregon 800-735-2900 (TDD)

POLICY BEFORE 2016

E-MAIL cityhall@mail.yachatsoregon.org WEB SITES www.yachatsoregon.org www.yachatsdocuments.info

The City of Yachats OR does not discriminate on the basis of race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation or any other legally-protected status.

CITY OF YACHATS

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**