



EQUAL EMPLOYMENT OPPORTUNITY/ AFFIRMATIVE ACTION POLICY STATEMENT

The City of Everett is an Affirmative Action (AA) and Equal Employment Opportunity (EEO) Employer. The City of Everett is committed to achieving a diverse workforce that is reflective of the community it serves by offering employment solely on the basis of ability, qualifications, merit, and physical capability to all persons. No person shall be discriminated against in recruitment, selection, transfer, promotion, demotions, compensation, benefits, training, education, tuition assistance, termination, and/or terms and conditions of employment because of his or her race, creed, color, national origin, age, gender, sexual orientation, gender identity or expression, the use of Family and Medical Leave, marital or veteran status, pregnancy, religion, ethnic background, genetic information, the presence of a physical, sensory, or mental disability, or any other basis prohibited by local, state, or federal law. It is the policy and commitment of the City of Everett to comply with all applicable laws, statutes, and regulations concerning equal employment opportunity and affirmative action. The City encourages women, minorities, those with disabilities, and veterans to apply for positions for which they are qualified. All applicants will receive equitable consideration for employment without regard to their protected status.

The City of Everett is committed to taking positive steps to overcome the effects of past or present barriers to ensure its workforce is reflective of the available labor pools in the community it serves. Promoting equal opportunity and recognizing values associated with cultural differences can provide positive improvements to organizational performance.

The responsibility for the implementation of the City of Everett's EEO/AA Plan is assigned to the department directors. The EEO/AA Plan establishes guidelines to increase the opportunity and level of diversity in employment for minorities and protected classes. The EEO/AA Officer and Human Resources Director are responsible for oversight and providing guidance, including current legal information affecting equal employment opportunities and affirmative action, to all department directors, managers, and supervisors. The Plan will be continually monitored to ensure that promotion and selection decisions are consistent with federal and state laws. It is part of every City employee's job to support the EEO/AA Action Plan and to adhere to equal employment policies.

City of Everett employees have the right to file complaints alleging discrimination as outlined in this Plan, or pursuant to applicable labor agreements and the City's Anti-Discrimination and Harassment Policy, with their department management; the Human Resources Director, Sharon DeHaan; or the Acting EEO/AA Officer, Brian Jones.

All City of Everett management personnel are responsible for implementing and complying with the City's EEO/AA Plan. Adherence to the policy and the success of the EEO/AA program will be part of the performance reviews for City management team members.


RAY STEPHANSON, Mayor