



Affirmative Action Policy With Regard to Equal Employment Opportunity

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. In addition, the City will supplement these protections with additional policies as necessary to promote diversity and inclusiveness.

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:

- ◆ Recruit minority, female, disabled, and other diverse applicants for City positions through media, appropriate referral agencies and other pertinent sources;
- ◆ Endeavor to hire without discrimination qualified minority, female, disabled and other diverse applicants into positions at all levels of the organization as positions become available and Affirmative Action allows;
- ◆ 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 Pat DiGiovanni, City Manager, 10/26/01]