

## **EQUAL EMPLOYMENT OPPORTUNITY**

The City of Chesapeake provides equal opportunity for employment to all individuals regardless of regard to race, religion, age, color, sex, national origin, disability, marital status or sexual orientation. This policy affects all aspects of employment practices including, but not limited to, the following: recruitment, testing, selection, promotion, compensation, benefits, transfers, demotions, terminations, City-sponsored training, social and recreational programs, use of City facilities or any other human resource action.

The City of Chesapeake is committed to maintaining a work environment free of all discrimination and/or harassment. Any discriminatory actions or conduct involving ridiculing or harassing of any person(s) on the basis of their race, religion, color, sex, national origin, age, disability or marital status will not be tolerated. Racial, sexual, religious, ethnic and/or other comments, which embarrass or degrade are unnecessary sources of conflict and are considered to be violations of the City's Equal Employment Opportunity Policy.

Equal Employment Opportunity is of legal, social and economic importance to the City of Chesapeake. The City also recognizes that successful performance regarding affirmative action will broaden our applicant base, reinforce merit employment concepts, and provide positive benefits to the City.

Complaints and concerns may be addressed through your department, the City's grievance system, the City's EEO Specialist, or the Equal Employment Opportunity Commission. All discrimination/harassment complaints must be reported to the City's EEO Specialist prior to beginning any form of investigation or imposing disciplinary action. Departments must notify the Department of Human Resources within five (5) calendar days after notification.