


**CITY OF FAYETTEVILLE, ARKANSAS
POLICY AND PROCEDURE**

Subject:	Equal Opportunity
Policy Number:	HR-02
Original Policy Date:	February 21, 1990
Effective Date of New/Revised Policy:	June 12, 2017
Revision Dates:	March 31, 2015/September 1, 2015
Custodian: (Division)	Human Resources
Mayor's Signature and Date	 6/12/17

HR-2.0 POLICY:

The City of Fayetteville is an equal opportunity employer. It is our policy to recruit, hire, train and promote persons in all job titles and ensure all other personnel actions are administered without regard to race, sex, sexual orientation, transgender status, color, national origin, religion, marital status, political affiliation, disability or other legally protected status such as age. We will ensure all employment decisions are based on valid job requirements.

As a contractor with the federal government, the City of Fayetteville is subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 as amended (VEVRAA) and Section 503 of the Rehabilitation Act of 1973 as amended (Section 503) and takes affirmative action to employ and advance in employment protected veterans and individuals with disabilities. The City will also provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship.

As Mayor, I support the City's affirmative action program.

The City of Fayetteville ensures all employment decisions are based on valid job requirements. In addition, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a good faith complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing or any other activity related to the administration of the affirmative action provisions of Section 503, VEVRAA or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any practice made unlawful by Section 503, VEVRAA or their implementing regulations in this part or any other Federal or

local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by Section 503, VEVRAA or their implementing regulations in this part.

Our affirmative action program for veterans and individuals with disabilities contains an audit and reporting system, which enables us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, determine whether protected veterans and individuals with disabilities had the opportunity to participate in City sponsored activities, measure our compliance with the program's specific obligations and document actions taken to comply with those obligations.

I have delegated responsibility for implementing our affirmative action program to the City's Human Resources Director.

Employees of the City and applicants may review the non-confidential portions of the affirmative action plans during regular business hours. Please contact Human Resources at 113 W. Mountain Street Fayetteville, AR 72701 or call 479-575-8298 during normal business hours to review the affirmative action plans.