

## EQUAL EMPLOYMENT OPPORTUNITY & AFFIRMATIVE ACTION

The Town of White is committed to providing equal opportunity in all areas of employment, including but not limited to recruitment, hiring, demotion, promotion, transfer, recruitment, selection, lay-off, disciplinary action, termination, compensation and selection for training. The Town of White will not discriminate against any employee or job applicant on the basis of race, color, creed, religion, national origin, ancestry, sex, sexual orientation, gender identity, or gender expression, disability, age, marital status, genetic information, status with regard to public assistance, veteran status, familial status, or membership on a local human rights commission or lawful participation in the Minnesota Medical Cannabis Patient Registry.

Equal opportunity will be provided in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives, and regulations of federal, state, and local governing bodies or their agencies, including the Minnesota Human Rights Act, Executive Order 11246 (as amended), Section 503 of the Rehabilitation Act of 1973, Section 402 of the Vietnam Era Veterans Readjustment Act of 1974, and Title I of the Americans with Disabilities Act.

The Town Manager has been appointed to manage the program. Responsibilities will include monitoring all equal employment opportunity activities and reporting activities to the Township Board or to federal, state, and local agencies as required.

Every employee is expected to comply with the spirit and intent of this policy. Anyone who feels he or she is being discriminated against should contact the Town Manager, Union Steward, or a Board Member. All complaints will be investigated. Employees and applicants are protected from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation under the Minnesota Human Rights Act and applicable Federal Equal Employment Opportunity/Affirmative Action laws. Appropriate disciplinary action will be taken, if necessary, for violations of the EEO/AA Policy.

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Chairman of the Board Town Manager & Clerk

Adopted by Motion:

February 2, 2017 Monthly Board Meeting

I have read the above policy:

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Employee Signature & Date