

Civil Service Rule XVI: Equal Employment Opportunity

Section 1. Discrimination in Employment:

No person shall be appointed to a position in the classified service, nor be demoted, reinstated, reemployed, promoted, discharged, increased or decreased in pay, nor in any way be discriminated against with regard to the person's compensation, terms, conditions or privileges of employment because of his or her race, color, national origin, religious affiliations or beliefs, sex, sexual orientation, age or handicap, except in those instances when such requirements are bona fide qualifications necessary to the safe and efficient performance of the position or when an employee is retired because he or she has reached the mandatory retirement age.

Section 2. Equal Employment Opportunity Program:

The Director shall be responsible for the development and implementation of an equal employment opportunity program to ensure the fair and equal treatment of all classified employees. This responsibility shall include:

- (a) The coordination and direction of an equal employment opportunity program in the several City departments and agencies.
- (b) The development, implementation and monitoring of special programs to advance the concept and practice of equal employment opportunity.
- (c) The investigation of charges alleging discrimination as prohibited herein.
- (d) The establishment of an administrative procedure to hear, address and resolve charges of discriminatory treatment as prohibited herein.

Section 3. Retaliation:

No person, agency, representative, appointing authority, or hiring official shall take any retaliatory action against an individual who in good faith alleges that he or she was discriminated against as prohibited herein, or who assists or participates in the investigation or hearing resulting from any provision of this Rule.

Section 4. Sexual Harassment:

No person shall be subjected to sexual harassment by another employee in seeking employment or promotion or during the course of employment in the City Service.

REVISED: 4/11/01