



City of Phoenix

STATEMENT OF COMMITMENT FOR CITY OF PHOENIX EMPLOYEES

The City of Phoenix fully endorses and supports the concept of equal business and employment opportunities for all persons, regardless of race, color, age, sex, religion, national origin, genetic information, marital status, disability, sexual orientation or gender identity or expression.

It is City of Phoenix policy to ensure full compliance with Title VI of the Civil Rights Act of 1964, the Civil Rights Restoration Act of 1987, and related statutes and regulations in all City programs, services and activities. Title VI requires that no person shall, on the grounds of race, color, sex, national origin, age or disability, be excluded from participation in, be denied the benefits of or otherwise be subjected to discrimination under any USDOT (U. S. Department of Transportation) or other activity for which the City receives federal financial assistance.

The City of Phoenix also fully endorses, supports and intends to comply with all requirements of the Americans with Disabilities Act (ADA) and to ensure that sexual harassment in the workplace is not tolerated. The purpose of this statement is to affirm our commitment to compliance with all ADA requirements and to the concept of equal employment opportunity.

Furthermore, members of management are also responsible for removing any obstacles that limit the hiring or promotional opportunities of any person due to discrimination on the basis of race, color, religion, national origin, sex, age, genetic information, disability, sexual orientation, gender identity or expression.

It is our firm belief that the principles of equal employment opportunity parallel and complement the principles of sound, effective personnel management. We fully intend to support equal employment opportunity and comply with all ADA requirements through our recruitment and employment practices.

The City of Phoenix staff fully endorses and supports economic opportunity for small and disadvantaged business enterprises and will maintain the commitment to utilize firms certified through the City of Phoenix Small Business Enterprise (SBE) Program and the Disadvantaged Business Enterprise (DBE) Program.

Ed Zuercher, City Manager

Date

Any person who believes his/her rights have been violated may file their concern with the Equal Opportunity Department (EOD) at 602-262-7486/voice or 602-534-1557/TTY. Any such concern must be in writing and filed with EOD within 180 days following the date of the alleged discriminatory occurrence.

If you have any questions regarding this policy or any EEO matter or would like to request a copy of this document in an alternate format, contact EOD at 602-262-7486/voice or 602-534-1557/TTY.