



City of Phoenix

STATEMENT OF COMMITMENT FOR CITY OF PHOENIX CUSTOMERS

The City of Phoenix (City) 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.

The City's policy is to ensure full compliance with federal, state, and local civil rights laws. The City is fully committed to prohibiting discrimination based any of the following:

- Title VI of the Civil Rights Act of 1964, which prohibits discrimination based on **race**, **color**, or **national origin** (including **language**).
- Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA), which prohibits discrimination based on **disability**.
- Title IX of the Education Amendments Act of 1972, which prohibits discrimination based on **sex** in education programs activities. Section 13 of the 1972 Amendments to the Federal Water Pollution Control Act, which prohibits discrimination based on **sex**.
- Age Discrimination Act of 1975, which prohibits discrimination based on **age**.
- U.S. Department of Homeland Security regulation 6 C.F.R. Part 19 which prohibits discrimination based on **religion** in social service programs.

It is against the law for the City of Phoenix to retaliate against anyone who takes action to oppose discrimination, files a grievance, or participates in the investigation of a grievance with the above authorities.

The City believes that the principles of equal employment opportunity parallel and complement the principles of sound, effective personnel management. The City pledges to remove any obstacles that limit hiring or promotional opportunities of any applicant for City employment or City employee because of their race, color, religion, national origin, sex, age, genetic information, disability, sexual orientation, gender identity, or expression.

The City 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.

Jeffrey J. Barton, 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 711 Relay. 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 711 Relay.