



THE CITY OF DOTHAN  
DOTHAN, ALABAMA

May 8, 2012

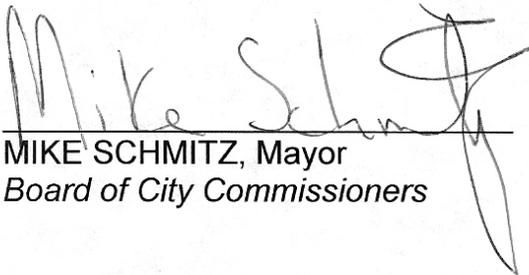
**STATEMENT OF EEO POLICY**

It is the policy of The City of Dothan to insure affirmative action in providing equal employment opportunities without regard to race, creed, religion, color, sex, age, handicapped persons or national origin, except where age or sex is a bona fide occupational qualification.

In the implementation of this policy The City of Dothan will, among other appropriate actions:

- I. Recruit, test, select, hire, train and promote personnel in all job classifications without regard to race, creed, religion, color, sex, age, handicapped persons or national origin, except where age or sex is a bona fide occupational qualification.
- II. Base employment decisions as to further insure the principle of equal employment opportunity to all.
- III. Base employment decisions as to further insure the principle of equal employment opportunity by imposing only valid and job-oriented requirements for promotional opportunities.
- IV. It is the announced policy that all personnel actions, such as compensation, fringe benefits, or promotional training, social or recreational programs will be administered without regard to race, color, sex, religion, age, creed, handicapped persons or national origin.

Periodic analysis, at least every twelve months, will be made by the Personnel Department to insure that personnel actions are in accord with the aims and stated objective of this program.



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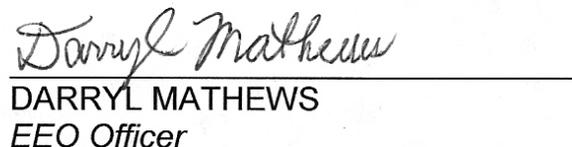
MIKE SCHMITZ, Mayor  
Board of City Commissioners



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DELVICK J. MCKAY  
Personnel Director

cc: Department Bulletin Boards  
Mayor and Commissioners  
City Manager  
Department Heads  
Personnel Board



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DARRYL MATHEWS  
EEO Officer