

CITY OF DOTHAN, ALABAMA

CITY COMMISSION POLICY - NO. 17

STATEMENT OF EEO POLICY

I. PURPOSE

It is the policy of the City of Dothan to insure 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.

II. POLICY

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

- A. 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.
- B. Base employment decisions as to further insure the principle of equal employment opportunity to all.
- C. Base employment decisions as to further insure the principle of equal employment opportunity by imposing only valid and job-oriented requirements for promotional opportunities.
- D. 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.
- E. 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.

COMMISSION POLICY - NO. 17 - continued

III. RESERVATION OF AUTHORITY

The City Commission reserves the authority to amend, modify or change this policy.

IV. APPROVAL AND EFFECTIVE DATE

This policy is adopted and approved in Regular Session of the City Commission on this 26th day of August, 2003.

RECOMMENDED BY:

Dennis L. Rubin
CITY MANAGER

APPROVED BY:

Charles Soule
MAYOR

Jim H. Ross
COMMISSIONER

John H. ...
COMMISSIONER

Don Clements
COMMISSIONER

Kevin ...
COMMISSIONER

Pat R.
COMMISSIONER

Matt Bulla
COMMISSIONER

ATTEST BY:

Pam McCoy
CITY CLERK