

# EEO Policy Statement

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The City of Tallahassee aspires to achieve diversity in its workforce, which is reflective of the diversity of the community served by it. In addition, the City is committed to maintaining a workplace free of any discrimination, harassment or retaliation.

All appointed officials, department heads, supervisors and employees are responsible for striving towards achieving a diverse and representative workforce which is free of any discrimination, harassment or retaliation. Furthermore, every City employee is charged with reporting any conduct in violation of this Policy Statement to any department head, the Equity and Workforce Development Department, or the City Manager. The City has implemented and continues to develop an aggressive and effective anti-harassment policy, as well as a grievance process which furthers the City's commitment to maintaining a workplace free of discrimination or harassment.

Every City employee is assured the right to enjoy the terms, benefits and conditions of employment in a fair, consistent and equal manner. Further, no City employee shall be denied any term, benefit or condition of employment due to that employee's race, gender, color, religion, age, marital status, national origin, pregnancy, disability, or any other protected characteristic by law.

The City further recognizes its obligation to provide reasonable accommodations, to the extent possible, to all current employees and future applicants with disabilities in order to facilitate the inclusion of such persons in the hiring and promotional processes, as well as to enhance job performance.

As one means for achieving diversity in our workforce, the City will periodically examine its workforce in comparison to the relevant labor markets. Where minorities or other protected groups appear to be underutilized. The City will employ strategies for recruiting underutilized minorities. This will include the encouragement of qualified candidates to pursue promotional opportunities. The City, through its officials, departments and employees, is committed to continually evaluating its workforce in order to address its diversity goals.

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Anita Favors Thompson  
City Manager