



POLICY ON

EQUAL EMPLOYMENT OPPORTUNITY PLAN

It is the policy and practice of the Town of East Hartford, Connecticut to recruit and to employ qualified job applicants without discrimination regarding race, color, religion, age, sex, national origin, disability, veteran status or sexual orientation, except in the case of a bona-fide occupational qualification or need. The policy and the obligation to provide equal employment shall include, but not be limited to the following:

1. Recruiting, hiring, training or promoting persons in all job classifications without regard to race, color, religion, sex, disability, veteran status or any other non-job related characteristic.
2. Ensuring that promotion decisions are in accordance with equal employment opportunity requirements by imposing only valid, job-related requirements for promotional opportunities.
3. Ensuring that all personnel actions relating to compensation, benefits, transfer, termination, training and education are administered in a nondiscriminatory manner.

The Town emphasizes this policy to assure compliance with all applicable laws that pertain to equal employment opportunities.

The Town further recognizes that the effective application of this policy is an integral part of its overall personnel administrative process, and that a positive, continuing equal opportunity program for all employees and applicants for employment provides significant value to the Town as a whole. It is the Town's desire that the combination of measurable goals and directed effort will make equal employment opportunities a fact within the Town of East Hartford.

The Town will additionally assert its leadership within the community to achieve full employment and effective utilization of the capabilities and productivity of all persons without regard to race, color, religion, age, sex or disability. The Town recognizes its responsibility and obligation to abide by equal employment opportunity laws as found within federal and state statutes and regulations, executive orders and judicial mandates.

Approved by Timothy M. Larson
Mayor of the Town of East Hartford
December 4, 2003