



EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

The City does hereby reaffirm its policy to insure equal opportunity employment for all persons, to prohibit discrimination in employment, and to promote the full realization of equal employment opportunity through a continuing intensive program in each department of the City. Furthermore, equal employment opportunity shall be an integral part of every aspect of personnel policy and practice in the employment, development, advancement and treatment of employees of the City to the maximum extent possible.

The City, as evidence of its intent to comply with basic policies and procedures necessary for effective, uniform and judicious enforcement of equal employment opportunity standards, does hereby adopt this program.

General Policy. In all of its employee relationships, including but not limited to internal employment and job training and career advancement, the City government of Oberlin prohibits any discrimination on the basis of race, religion, color, creed, age, sex, ancestry, marital status, disability, sexual orientation, national origin, political affiliation or veteran status. Equal employment opportunity for all persons is a fundamental City policy. Equal employment opportunity is a legal, social, moral and economic necessity to the City of Oberlin. To this end it shall be the desire of the City government to have the City workforce mirror the diversity of potential qualified individuals found in the community's labor pool.

Definitions.

"Equal Employment Opportunity Efforts" means the active and aggressive recruitment of qualified individuals so that the desire of the City that the percentage of qualified members of protected classes employed in all City departments is in reasonable balance with the percentage of potential qualified members of protected classes in Oberlin can be fulfilled.

"Qualified" means possessing the minimum skills, training, certifications or licenses required to adequately perform a job at each stage of employment. For entry-level positions it is understood that if new employees can learn the job skills or obtain required training, certifications or licenses in a reasonable period of time after being hired, they are to be considered qualified, provided that such skills, training, certifications or licenses are acquired during the probationary period.

Oberlin law on the basis of race, religion, color, creed, age, sex, ancestry, marital status, disability, sexual orientation, national origin, political affiliation or veteran status.

Extracted from City of Oberlin
Codified Ordinance 157.10