

**CITY OF ROCHESTER  
ORGANIZATIONAL POLICY**

**EQUAL EMPLOYMENT OPPORTUNITY**

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This is to affirm The City of Rochester's policy of providing equal opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity laws, directives and regulations of Federal, State and Local governing bodies or agencies thereof.

Our organization will not discriminate against or harass any employee or applicant for employment because of race, color, creed, religion, national origin, sex, sexual orientation, disability, age, marital status, or status with regard to public assistance.

Steps will be taken to ensure that employment practices are free of discrimination. Such employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. Reasonable accommodation will be provided to applicants and employees with disabilities.

The City of Rochester will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these objectives as well as other established criteria. In addition, all other employees are expected to perform their job responsibilities in a manner that supports equal employment opportunity for all.

The City has designated the Director of Human Resources to monitor all Equal Employment Opportunity activities. If any employee or applicant for employment believes he or she has been treated in a way that violates this policy, they should contact the Human Resource Director at (507) 328-2555. Responsible parties will investigate allegations of discrimination or harassment as confidentially and promptly as possible, and we will take appropriate action in response to these investigations.

Adopted 11/16/09