

## **RESOLUTION NO. 2021-442**

### **A RESOLUTION ADOPTING EQUAL OPPORTUNITY POLICY STATEMENT**

**WHEREAS**, the City of Clinton, Iowa has been funded by the Iowa Economic Development Authority with Community Development Block Grant funds; and,

**WHEREAS**, the Iowa Economic Development Authority requires Block Grant recipients to adopt a specific Equal Opportunity Policy Statement pertaining to grant funds; and,

**WHEREAS**, policies must be adopted by the Council in the last five years and the last policy adopted by the Council was over five years ago; and,

**WHEREAS**, the City of Clinton, Iowa has developed the following Equal Opportunity Policy Statement:

#### **EQUAL OPPORTUNITY POLICY STATEMENT**

DATE: July 13, 2021

It is the policy of the City of Clinton to provide equal opportunity to all employees, applicants and program beneficiaries; to provide equal opportunity for advancement of employees; to provide program and employment facilities which are accessible to the handicapped and to administer its programs in a manner that does not discriminate against any person because of race, creed, color, religion, sex, national origin, disability, age, familial status, political affiliation, citizenship or sexual orientation.

The City Administrator has ultimate responsibility for the overall administration of the affirmative action/equal opportunity program. The total integration of equal opportunity into all parts of personnel and program management is the City Administrator's responsibility. The City Administrator will review all policies and procedures as they affect equal opportunity and affirmative action and ensure compliance with relevant federal and state statutes.

The right of appeal and recourse is guaranteed by the City of Clinton. Any person who feels that he or she has been denied employment, participation, representation, or services in any program administered by the City of Clinton because of race, creed, color, religion, sex, national origin, age, disability, political affiliation, sexual orientation, or citizenship has the right to file an equal opportunity complaint. Information and assistance relative to equal opportunity complaints shall be provided by the City Administrator who can be contacted at (563) 242-2144.

This Equal Opportunity Policy of the City of Clinton shall be posted in conspicuous places within the facility, distributed to all employees, contractors and to the persons of all advisory and policy-making groups.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CLINTON, IOWA,** that the City of Clinton approves and adopts this Equal Opportunity Policy Statement.

This resolution is adopted by the City of Clinton and approved by the Mayor this 13 day of July 2021



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Mayor

ATTEST:



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City Clerk