

CITY OF HOMER
HOMER, ALASKA

RESOLUTION 85-24

A RESOLUTION OF THE HOMER CITY COUNCIL
AFFIRMING AN EQUAL EMPLOYMENT OPPORTUNITY/
AFFIRMATIVE ACTION POLICY.

WHEREAS, historical stereotypes of minorities, ethnic groups, and women have acted to exclude their full participation in work forces, and misconceptions concerning the abilities of older workers and the mentally and physically handicapped have resulted in employment discrimination against members of these groups; and

WHEREAS, it is the policy of the City of Homer to provide equal employment opportunities to all persons and to prohibit discrimination in employment because of race, religion, color, national origin, age, sex, marital status, changes in marital status, pregnancy or parenthood; and

WHEREAS, Equal Employment Opportunity (EEO) is defined as the right of all persons to work and advance on the basis of merit, ability, and potential; and

WHEREAS, an equal employment opportunity/affirmative action policy must be an integral and continual part of policies dealing with personnel and employment practices, including development, advancement, and treatment of all employees;

NOW THEREFORE, BE IT RESOLVED by the Homer City Council that it is the policy of the City of Homer to provide equal employment opportunities to all without regard to race, religion, color, national origin, age, sex, marital status, changes in marital status, pregnancy or parenthood, and mental or physical handicap except where it is based on a bona fide occupational qualification, and that this policy applies to recruiting, hiring, placement, compensation, promotion, transfer, layoff, dismissal, seniority, benefits, training, and all other terms and conditions of employment;

FURTHER, BE IT RESOLVED that the City of Homer shall undertake and commit itself to the following equal employment opportunity/affirmative actions:

1. All advertisements, publications, and other forms of communication advising of employment opportunities shall state that the City of Homer is an Equal Opportunity Employer (EOE).

2. City employment standards shall not be higher than needed to perform the duties of the job involved.
3. Selection for employment is to be competitively based on the applicant's qualifications in reference to the job specifications without regard to race, religion, color, national origin, age, sex, marital status, changes in marital status, pregnancy or parenthood, and mental or physical handicap except where it is based on a bona fide occupational qualification.
4. All employees including minority and female employees shall be encouraged to seek advancement in City service and the City administration shall provide counselling on how to prepare for promotional opportunities to those employees who desire it.
5. Continuous statistics shall be maintained regarding minority and female employment in the City government.

DATED at Homer, Alaska this 11th day of March, 1985.

CITY OF HOMER



Wayne L. Kessler, Mayor

ATTEST:



Kathleen Herold, City Clerk