CITY OF SAINT PAUL
EEO / AA POLICY STATEMENT

This statement is to affirm the City of Saint Paul's policy on providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity Affirmative Action laws, directives and regulations of Federal, State and Local governing bodies or agencies thereof, specifically including Section 183.04 of the Saint Paul Legislative Code (Human Rights Ordinance) and the Rules Governing Affirmative Requirements in Employment.

The City of Saint Paul will not discriminate against nor harass any employee or applicant for employment because of race, creed, religion, gender, sexual or affectional orientation, color, national origin, ancestry, familial status, age, disability, or marital status, or status with regard to public assistance.

The City of Saint Paul will take affirmative action to ensure that all employment practices are free of such discriminations. Such employment practices include but are not limited to the following: hiring, promotion, demotion, transfer, recruitment, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship.

The City of Saint Paul will take affirmative action to contract with small businesses and businesses owned and controlled by women, minorities and persons with disabilities.

The City of Saint Paul fully supports incorporation of non-discrimination and Affirmative Action rules and regulations into contracts.

The City of Saint Paul will commit the necessary time and resources, both financial and human, to achieve the goals of Equal Employment and Affirmative Action.

The City of Saint Paul will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these Affirmative Action objectives as well as other established criteria. Any employee of the City who does not comply with the Equal Employment Opportunity Policies and Procedures set forth in this Statement and plan will be subject to disciplinary action. Any subcontractor not complying with all applicable Equal Employment Opportunity / Affirmative Action laws, directives and regulations of the Federal, State and Local governing bodies or agencies thereof, specifically including Section 183.04 of the Saint Paul Legislative Code and the Rules Governing Affirmative Requirements in Employment will be subject to appropriate legal sanctions.

Mayor Christopher B. Coleman has appointed Angela Nalezny, Human Resources Director, to manage the Equal Employment Opportunity Program. Her responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of the Affirmative Action Program, as required by Federal, State and Local agencies. She will be given the necessary top management support and staffing to fulfill her job duties. The Mayor of the City of Saint Paul will receive and review reports on the progress of the program. If any employee or applicant for employment believes he/she has been discriminated against, they may contact Angela Nalezny, Human Resources Director, 400 City Hall Annex, Saint Paul, MN 55102 at (651) 266-6500, or the Equal Employment Opportunity Commission at (612) 335-4040 or the Minnesota Department of Human Rights at (651) 296-5663.

(Signature of Mayor)

1/27/10
(Date)