

**CITY OF SAINT PAUL EQUAL EMPLOYMENT OPPORTUNITY /  
AFFIRMATIVE ACTION POLICY STATEMENT**

This statement is to affirm the City of Saint Paul's policy to provide Equal Employment Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity and 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 or harass any employee or applicant for employment because of race, creed, religion, gender, gender identity, sexual or affectional orientation, color, national origin, ancestry, familial status, age, disability, marital status, membership on a civil rights commission, 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 discrimination. Such employment practices include, but are not limited to, the following: hiring, promotion, demotion, transfer, recruitment or recruitment advertising, selection, layoff, recall from 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, people of color and persons with a disability. 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 or subcontractors of the City who do 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 Melvin Carter has appointed Toni D. Newborn, J. D., Human Resources Director, and Kristien Butler, Human Rights and Equal Economic Opportunities Director, to manage the Equal Employment Opportunity Programs of each respective department and function. They will be given the necessary top management support and staffing to fulfill their 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 for the City of Saint Paul believes he/she has been discriminated against, they may contact Toni Newborn, J. D., Human Resources Director, 200 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. The City of Saint Paul will not tolerate retaliation or intimidation directed toward anyone who makes a complaint.



Melvin Carter, Mayor

02/12/2018

Date