



Equal Employment Opportunity Plan

The City of Lexington is an Equal Employment Opportunity Employer. The City makes employment decisions without regard to race, religious creed, color, age, sex/gender, sexual orientation, gender identity, gender expression, national origin, ancestry, citizenship status, religion, marital status, disability, military service or veteran status, genetic information, or any other classification protected by applicable federal, state, and local laws and ordinances, except where religion, sex, national origin, or age are bona fide occupations for employment. Our management is dedicated to ensuring the fulfillment of this policy with respect to hiring, placement, promotion, transfer, demotion, layoff, termination, recruitment advertising, pay, and other forms of compensation, training, and general treatment during employment.

In furtherance of this policy, The City prohibits any retaliatory action of any kind by any employee of the locality against any other employee or applicant for employment because that person made a charge, testified, assisted, or participated in any manner in a hearing, proceeding or investigation of employment discrimination.

The City shall strive for greater utilization for all persons by identifying previously underutilized groups in the workforce, such as minorities, women, and the disabled, and making special efforts toward their recruitment, selection, development, and upward mobility and any other term, condition, or privilege of employment.

Responsibility for implementing equal opportunities and affirmative action measures is hereby assigned to the Director of Human Resources to assist in the implementation of this policy statement.

The City of Lexington shall develop a self-evaluation mechanism to provide periodic examination and evaluation. Every two years the results of the self-evaluation reporting on the progress of Equal Employment Opportunity and Affirmative Action will be reviewed and maintained in files and will be provided upon request.

The City is committed to this policy and is aware that with its implementation, The City will receive positive benefits through the greater utilization and development of all its staff.

The City of Lexington shall include the Equal Employment Opportunity Logo and/or the phrase affirming Equal Employment Opportunity on its applications.

The City shall obtain commitment from contractors that will, in all solicitations or advertisements for employees placed by or on half of the contractor, state that all qualified applicants will receive considerations for employment without regard to race, color, religion, sex, national origin, disabled, age, political affiliation, or any other non-merit factor, except where religion, sex, national origin, or age are bona fide occupation qualifications for employment.