

EQUAL EMPLOYMENT OPPORTUNITY
(Anti-discrimination & American's with Disabilities Act)
Revised December 2008

SECTION: 1

A. EQUAL EMPLOYMENT OPPORTUNITY

Tooele City believes that it is important to foster a workforce culture that values diversity at all levels in the organization. As such, equal employment opportunities are provided in all aspects of employment including hiring, job assignment, compensation, discipline, termination, and access to benefits, programs, and training.

Tooele City complies with:

1. Title IV of The Civil Rights Act of 1964 and does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, or national origin;
2. The Age Discrimination Act, and does not discriminate in employment opportunities or practices on the basis of age;
3. The Equal Pay Act, and does not base pay decision on the basis of race, color, religion, sex, national origin, age, or disability. Tooele City policies provide that employees be compensated on the basis of equal work for equal pay;
4. The American's of Disabilities Act of 1990 (ADA) and does not discriminate against any individual with a disability in the admission or access to, employment, work programs, or work activities. Tooele City will provide reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship on the City. Employees may request an accommodation from his or her supervisor, the Director of Human Resources, or the City Attorney when needed. Requests for accommodation may be made at any time including during the application process, during the course of employment, or as an employee's specific needs change. Tooele City may need to obtain or require documentation from the employee's medical provider or a City approved medical provider to verify the need for an accommodation or to assist Tooele City in evaluating the request for an accommodation; and,
5. Titles VI and VIII of the Civil Rights Act of 1964 and will not excluded individuals from participating in, be denied the benefits of, or be otherwise subjected to discrimination on the grounds of race, color, or national origin, under any program or activities for which Tooele City has received any federal financial assistance.

