



City of Bristol  
BRISTOL, CONNECTICUT 06010

## EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENT

The City of Bristol is an affirmative action/equal opportunity employer and is committed to complying with all laws that prohibit discrimination in employment on the basis of any legally protected status. In addition, the City will ensure that its practices will provide an equality of opportunity to all qualified applicants and employees without regard to their race, color, religion, sex, national origin, ancestry, age, disability, veteran status under federal laws, marital status, civil union status, sexual orientation or any other legally protected status. It is the policy and practice of the City to ensure that no person will be discriminated against, or be denied the benefit of any activity, program or employment process, in the areas of recruitment, advertising, hiring, upgrading, promotion, transfer, demotion, lay off, termination, rehiring, employment, rates of pay and/or other compensation.

All managerial, administrative and supervisory personnel are advised that an important part of their responsibilities for which they will be held accountable will be to apply affirmative action to such employment practices as: recruitment, hiring, compensation, benefits, transfers, promotions, discipline, leaves of absence, layoffs, recalls from layoffs, terminations, City-sponsored training, education, and tuition assistance.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of Executive Order 11246, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("VEVRAA") or any other federal, state or local law requiring equal opportunity for special disabled veterans, veterans of the Vietnam era, other protected veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized and recently separated veterans, or related to the administration of the affirmative action provisions of the Rehabilitation Act of 1973, as amended ("Section 503"), or any other federal, state or local law requiring equal opportunity for qualified individuals with disabilities; (3) opposing any act or practice made unlawful by Executive Order 11246, VEVRAA or Section 503 or their respective implementing regulations in this part or any other federal, state or local law requiring equal opportunity for qualified individuals with disabilities and qualified veterans; or (4) exercising any other right protected by Executive Order 11246, VEVRAA or Section 503 or their implementing regulations in this part.

In furtherance of the City's commitment regarding affirmative action and equal employment opportunity, the City will maintain a written affirmative action program which sets forth the policies, practices and procedures that the City will apply in order to ensure that non-discrimination and affirmative action for qualified individuals in legally protected statuses are accomplished. The objective of these policies and programs is to attract and promote individuals who are qualified and/or trainable

for available positions by virtue of job related standards or education, training and personal qualifications.

This commitment has the full backing and support of the Mayor and the City Council; the cooperation and support of all employees is expected. The Director of Human Resources has been appointed as the Affirmative Action Officer and shall, among other things, annually review and examine the effectiveness of the City's affirmative action program. The Director of Human Resources is located in the Human Resources Office, 111 North Main Street, 2nd floor and may be reached at (860) 584-6179. This statement will be disseminated to all employees and posted in the Human Resources Office along with other required Federal and State EEO Posters.

  
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H. James Haselkamp, Jr.  
Director of Human Resources

  
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Date