



City of St. Augustine



St. Augustine, Florida

City Manager

July 1, 2010

POLICY STATEMENT

It is the policy of the City of St. Augustine government to provide equal opportunity in employment for all qualified persons, to prohibit discrimination in employment because of race, sex, age, disability, religion, color or national origin; and to promote the full realization of equal employment opportunity through a positive and continuing approach.

This policy of equal employment opportunity applies to every aspect of the City of St. Augustine employment policies and practices. It includes providing reasonable accommodations to the known physical and mental limitations of qualified disabled applicants and employees in order for them to perform the essential functions of the job in question. Any and all such reasonable accommodations will be provided on an individual basis in the most cost effective manner available unless the provision of such accommodations would create an undue hardship.

It is the intent of the City of St. Augustine to comply in all respects with equal opportunity laws and provisions and to establish equal employment opportunity plans to accomplish the City's objectives of hiring and promoting minorities and females in under-utilized job categories consistent with their availability in the workforce.

In the hiring of personnel or the promotion of current employees, all selections decisions will be made without regard to the person's race, national origin, religion, age, sex or disability.

Inappropriate behavior or harassment on the job because of race, sex, age, disability, religion, color or national origin is prohibited by state and federal laws and by this directive from the City of St. Augustine.

All managers and supervisors are expected to insure that this policy is fully implemented. To assist employees at all levels of the organization in complying with this policy, Nancy Rawson, Human Resources Manager, has been appointed Equal Employment Opportunity Officer. Employees and applicants are encouraged to discuss their concerns with the EEO Officer.


John P. Regan, P.E.
City Manager