

Section 2: Employment

Policy #2: Equal Employment Opportunity

Effective Date: July 1, 2011

I. Purpose

This policy establishes guidelines for Equal Employment Opportunity.

II. Scope

This policy shall apply to all persons holding a paid position as an employee of the Town, except the Town Manager, Town Attorney, a member of any appointed or volunteer board or committee, or any others that may be appointed or hired by the Town Board. For this purpose, and subject to the exceptions set out herein, Town employees shall be defined as those employees in departments and offices for which the Town Board serves as the final budget authority.

III. Background

None

IV. Definitions

None

V. Legislation

Title VII of the Civil Rights Act of 1964
The Civil Rights Acts of 1866 and 1871
The Age Discrimination in Employment Act of 1967
The Immigration Reform and Control Act of 1986
The Rehabilitation Act of 1973
The Americans with Disabilities Act of 1990

VI. Policy

It is the policy of the Town of Mooresville that it shall provide for equal opportunity in employment and human resources management for all persons; to provide access to, and full utilization and benefit of, training and promotional opportunities without discrimination because of race, color, national origin, religion, age, disability, marital status, military status, gender, or based on any other consideration made unlawful by applicable federal, state or local laws; and to encourage that persons applying for or currently employed by, or applying for future vacancies in the employ of the Town shall be considered on the basis of individual ability and merit without discrimination or favor.

VII. Implementation

All personnel responsible for recruitment and employment will continue to regularly review the implementation of this policy and relevant practices to assure that equal employment opportunity based on reasonable, job-related requirements is being actively observed so that no employee or applicant for employment shall suffer discrimination because of age, sex, race, color, religion, disability, national origin, political affiliation, or marital status. Notices with regard to equal employment matters shall be posted in conspicuous places on Town premises in places where notices are customarily posted.

VIII. Authorization

Approved by:

Erskine Smith
Town Manager

July 1, 2011
Date