EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The City of Everett has a strong commitment to the community we serve and to our employees. As an equal opportunity employer, we strive to have a workforce that reflects the general labor force in the community. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class, or any other protected class.

The City of Everett’s Equal Employment Opportunity (EEO) policy applies to all employment actions, including, but not limited to, recruitment, advertising, hiring, selection for training, upgrading promotion, transfer, demotion, layoff, termination, treatment of employees, or rates of pay or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

The City of Everett is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship to the City.

Mayor Cassie Franklin has the overall responsibility and accountability for the City’s compliance with its EEO policy and program. To assist Mayor Franklin in the day-to-day management, including program preparation, monitoring, and complaint investigation, Ms. Kay Barnes, Equity Manager, is appointed as the City’s EEO Officer, under the direction of the City’s Human Resources Director. Ms. Barnes and Ms. Bartlett are directly accountable to Mayor Franklin and serve with her authority with all levels of management, labor unions, and employees. Ms. Barnes can be reached at kbarnes@everettwa.gov or 425-257-7038.

All of the City’s managers and supervisory personnel share in the responsibility for implementing and monitoring the City’s EEO policy and program within their respective areas, and are assigned specific tasks to ensure compliance is achieved. The City will evaluate its managers’ and supervisors’ performance in their successful implementation of the City’s EEO policy and program in the same way their performance is evaluated in achieving the City’s other goals.

The City of Everett is committed to undertaking and developing a written non-discrimination program that sets forth the policies, practices, procedures, with goals and timetables, to which the City is committed and make the EEO Program available for inspection by any employee or applicant for employment upon request.

The City of Everett is committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity, respect, and equality under the guidelines of our EEO policy and program.

[Signature]
Cassie Franklin, Mayor