

CITY OF HUNTSVILLE, ALABAMA EEO POLICY STATEMENT

The City of Huntsville, Alabama has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. 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.

The City of Huntsville, Alabama's Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, 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 Huntsville, Alabama 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.

As the City of Huntsville, Alabama's Mayor, I maintain overall responsibility and accountability for the City of Huntsville, Alabama's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Mia L. Puckett, as the City of Huntsville, Alabama's EEO Officer. Ms. Puckett will report directly to me and acts with my authority with all levels of management, labor unions, and employees. The Equal Employment Office is located on the first floor of the Municipal Building.

All City of Huntsville, Alabama's department heads, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring the City of Huntsville, Alabama's EEO Policy and Program within their respective areas and may be assigned specific tasks to ensure compliance is achieved. The City of Huntsville, Alabama will evaluate its managers' and supervisors' performance on their successful implementation of the City of Huntsville, Alabama's policies and procedures, in the same way the City of Huntsville, Alabama assesses their performance regarding other agency's goals.

The City of Huntsville, Alabama's Public Transit Division is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables as needed, to which the City of Huntsville, Alabama is committed and make the EEO Program available for inspection by any employee or applicant for employment upon request.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines for our EEO Policy and Program.

Tommy Battle

Tommy Battle, Mayor

4.5-18

Date