

CITY OF BRANSON, MISSOURI
ADMINISTRATIVE RULES

RULE NUMBER 12 REFERENCING ARTICLE 21 OF THE HUMAN RESOURCES MANUAL
AMENDED 7-10-2012, 1-14-2020

A RULE PERTAINING TO **EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

Section 1. Goal

It is the goal of the City of Branson to provide equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

Section 2. Policy

It is the policy and intent of the City to:

- A. Recruit, hire, train and promote persons in all job classifications without regard to race, color, religion, age, sex, national origin, marital status, military status, protected veteran status, disability status, genetics, sexual orientation, gender identity or expression, or any other characteristic protected by law.
- B. Base decisions on employment so as to further the principles of equal employment opportunity.
- C. Ensure that promotion decisions are in accord with principles of equal employment opportunity by imposing only valid requirements for promotional opportunities so that promotions shall be based solely upon each individual's qualifications for the position to be filled.
- D. Ensure by periodic inspection that all other Human Resources actions such as compensation, benefits, transfers, reductions in force (RIFs), return from RIFs, corrective actions or disciplinary measures, City-sponsored training, tuition assistance, and social and recreational programs, will be administered without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by law.
- E. Undertake a program to make widely known, especially to minorities and women, that equal employment opportunities are available on the basis of

individual merit and to actively encourage all persons to seek employment and to strive for advancement on this basis.

Section 3. Implementation and Enforcement

It is the intent of the City that this policy shall be implemented and enforced the same as any other policy of the City. Any employee who willfully violates any provision of this policy shall be subject to progressive discipline, up to and including termination of employment as described in Rule 4 of this manual.

The above Administrative Rule is hereby established and adopted in accordance with the Human Resources Manual of the City of Branson, Missouri.

Stanley E. Dobbins, City Administrator

Date