

Equal opportunity action plan and policy statement

This is to affirm _____ (“Contractor”) policy of providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity, directives and regulations of Federal, State and Title 7 of the Minneapolis Code of Ordinances specifically including Section 139.50 of the Minneapolis Code of Ordinances (“MCO”).

Contractor will not discriminate against any employee or applicant for employment because of race, color, creed, religion, ancestry, national origin, sex, sexual orientation, gender identity, disability, age, marital status, familial status, status with regard to a public assistance program, housing status, justice-impacted status, height and weight, or any combination thereof, subject to MCO section [139.30](#).

Contractor will take affirmative steps to ensure that all employment practices are free of such discrimination. Such employment practices include: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, layoff, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. We will provide reasonable accommodation to applicants and employees with disabilities.

Contractor will, in all solicitations or advertisements for employees placed by or on behalf of the Contractor, state that it is an equal opportunity employer.

Contractor will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these equal opportunity objectives as well as other established criteria. In addition, all other employees are expected to perform their job responsibilities in a manner that supports equal employment opportunity for all.

Contractor will comply with all provisions of Title 7 of the Minneapolis Code of Ordinances, and with all rules and regulations issued by the Director of the MDCR (“Director”) or the Minneapolis Commission on Civil Rights.

The Director may audit Contractor’s Equal Opportunity Action Plan. If as a result of such audit, the Director finds that Contractor has failed to implement or failed to make a good faith effort to implement the plan, the Contractor may be subject to the non-compliance and hearing provisions of MCO section [139.50](#).

I have appointed _____ to manage the Equal Employment Opportunity Program. This person’s responsibilities will include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this Equal Opportunity Employment Program, as required by Federal, State and Title 7 of the Minneapolis Code of Ordinances.

I will receive and review reports on the progress of the program. Any employee or applicant may inspect our Equal Opportunity Employment Program during normal business hours by contacting the EEO Manager.

