

**DEPARTMENT: HUMAN RESOURCES****AUTHORIZED BY: DICK ZAIS, CITY MANAGER
SHERYL SMITH, HR MANAGER****EFFECTIVE DATE: 2/1/09****SUPERSEDES: NEW*****POLICY: EQUAL EMPLOYMENT OPPORTUNITY*****PURPOSE**

This policy states the City of Yakima's commitment to providing a working environment free from unlawful discrimination.

POLICY

It is the policy of the City of Yakima to provide equal employment opportunity to employees and applicants for employment without regard to age, sex, race, creed, religion, color, national origin, marital status, disability, honorably discharged veteran or military status, pregnancy, sexual orientation, and any other classification protected under federal, state, or local law. Equal employment opportunity applies to all terms, conditions, and privileges of employment, including hiring, promotion, transfer, compensation, benefits, layoff, training, discipline, and discharge.

SCOPE AND APPLICABILITY

This policy impacts all Departments of the City of Yakima.

DEFINITIONS

Sexual Orientation – is defined as in Washington State law. See RCW 49.60.040(15), defining sexual orientation as "heterosexuality, homosexuality, bisexuality, and gender expression or identity. As used in this definition, 'gender expression or identity' means having or being perceived as having a gender identity, self image, appearance, behavior, or expression, whether or not that gender identity, self-image, appearance, behavior, or expression is different from that traditionally associated with the sex assigned to that person at birth."

REFERENCE DOCUMENTS AND PROCEDURES

See also Workplace Anti-Harassment Policy, HR 1800