

## **VILLAGE OF PLEASANTVILLE EQUAL EMPLOYMENT OPPORTUNITY POLICIES & PROCEDURES**

- **Equal Employment Opportunity Mission Statement:** Employment discrimination is prohibited. No Village of Pleasantville agency, department, officer, director, supervisor, employee and/or agent shall discriminate against any person with respect to age, race, creed, color, national origin, gender, sexual orientation, disability or marital status in any matter pertaining to employment by such Village agency or department, including but not limited to hiring, appointment, promotion, tenure, recruitment or compensation, except where otherwise permitted by law.

The Village of Pleasantville is committed to a work environment and community governance that values and encourages diversity and inclusion. Our goal is to develop and maintain a work environment that supports and nurtures every individual throughout his or her tenure with the Village of Pleasantville.

### **Anti-Discrimination Policy:**

1. The Village of Pleasantville is an equal employment opportunity employer committed to compliance with federal, state and local laws prohibiting discrimination. Employment decisions for the Village of Pleasantville government will be made on the basis of merit, fitness and equality of opportunity and without unlawful discrimination. Such prejudices include, but are not limited to:  
  
Age, Marital Status, National Origin, Color, Creed, Race, Disability, Religion, Sexual Orientation, and Gender
2. Anti-discrimination protections apply to all of the terms and conditions of employment, including, but not limited to:
  - A. Recruitment
  - B. Promotions
  - C. Testing
  - D. Training Opportunities
  - E. Hiring
  - F. Transfers
  - G. Work Assignments
  - H. Discipline
  - I. Salary and Benefits
  - J. Discharge
  - K. Performance Evaluations
  - L. Working Conditions
3. No Village of Pleasantville agency or department shall enter into any agreement with any person, firm or corporation for the performance of any service or programs on behalf of the Village if said person, firm or corporation discriminates against any person on the basis of age, race, creed, color, national origin, gender,

sexual orientation, disability or marital status in the performance of services.

**Disciplinary Actions:**

Any person who believes that he or she has experienced discrimination has a right to file a formal complaint with the Village Administrator as well as federal, state, or local agencies. A person does not give up the right to report an infraction to the federal, state, or local agencies when she files a complaint with the Village Administrator.

It is unlawful to retaliate against or harass any person for filing an equal employment opportunity complaint, seeking a reasonable accommodation for a disability or a religious observance, or for cooperating in the investigation of an equal employment opportunity complaint. The Village of Pleasantville will not tolerate any such retaliation. Any person who believes he or she is being retaliated against for having made a complaint, or for cooperating in an investigation, is urged to file a complaint of retaliation with the Village Administrator. Any employee who engages in such retaliation or harassment shall be subject to discipline, which may include reprimand, suspension, probation, demotion, transfer, fine, termination or any punishment deemed appropriate by the Village Administrator. *-end of statement.*