

RESOLUTION NO. CCCLXI (361)

A RESOLUTION EXPRESSING THE INTENT AND COMMITMENT OF THE CITY OF CANBY, COUNTY OF CLACKAMAS, OREGON, TO INSURE EQUAL OPPORTUNITY IN EMPLOYMENT.

WHEREAS, the Canby City Council believes in and wishes to inform the public that it believes in fair treatment of applicants and employees of the City of Canby in all aspects of personnel administration without regard to political affiliation, race, color, national origin, sex, religious creed or handicapped status, and with proper regard for their privacy and consitutional rights as citizens;

NOW THEREFORE, BE IT RESOLVED THAT:

Section 1. Title. This resolution shall be known and may be cited as an Equal Employment Opportunity Resolution of the City of Canby, Oregon.

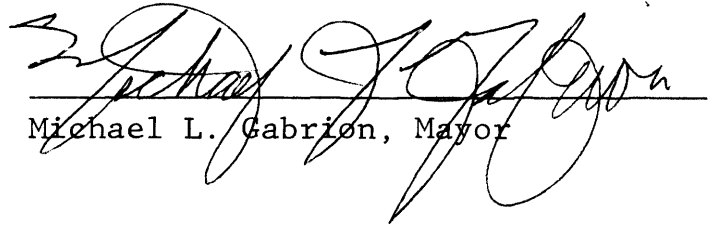
Section 2. Adoption of Equal Employment Opportunity Policy. The governing body of the City of Canby hereby declares it to be the policy of the City of Canby to assure fair treatment of applicants and employees in all aspects of personnel administration without regard to political affiliation, race, color, national origin, sex, religious creed, or handicapped status and with proper regard for their privacy and constitutional rights as citizens.

Section 3. Policy Application. This policy shall generally prevail throughout all aspects of personnel management including, but not limited to the following:

- a. Recruiting, selecting, and advancing employees on the basis of their relative ability, knowledge, and skills.
- b. Recruiting, selecting, and advancing employees without regard to political affiliation, race, color, national origin, sex, religious creed, handicapped status, except where sex, age, national origin or handicapped status is a bona fide occupational qualification.
- c. All other aspects of personnel administration such as compensation, benefits, transfers, layoffs, returns from layoffs, training, education, social and recreational programs will be administered without regard to political affiliation, race, color, national origin, handicapped status, sex or religious creed.
- d. The City of Canby will undertake a program of affirmative action to make widely known, especially to minorities, that 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.
- e. The City of Canby annually will conduct a survey and an analysis of the employee work force to ascertain what measures, if any, may be needed to effectively maintain conformance with this equal opportunity policy.

Section 4. Affirmative Action Coordinator. The City Recorder shall be the Affirmative Action Coordinator. The City Administrator may delegate any of the powers, duties, or responsibilities associated with this appointment to any other officer or employee of the City.

ADOPTED by the Canby City Council at a regular meeting thereof on Wednesday, October 3, 1984.


Michael L. Gabriion, Mayor

ATTEST:


Marilyn K. Perkett, City Recorder