



# Policy 1.01

EFFECTIVE 24 JAN 12

## EQUAL EMPLOYMENT OPPORTUNITY (EEO)

SUPERSEDES 11 JAN 11

### IT IS THE POLICY OF THE EAST BAY MUNICIPAL UTILITY DISTRICT TO:

Ensure equal employment opportunity for all persons in all aspects of employment.

#### Equal Employment Opportunity

Provide equal employment opportunity for all persons on the basis of job-related merit.

Ensure fairness in all employment practices, including recruitment, selections, transfers, promotions, and training consistent with the merit principles of the District and in order to promote the full realization of equal employment opportunity.

Develop and maintain an Affirmative Action Plan consistent with applicable laws. Use inclusive and creative recruitment and placement methods that will enhance District efforts to achieve a workforce composition reflective of the labor market in the community served by the District.

East Bay Municipal Utility District will reaffirm the EEO policy statement annually and will update it to comply with state and federal laws.

#### Discrimination

Prohibit discrimination based on gender including gender identity or expression, race, color, religious creed, national origin, ancestry, age, physical or mental disability (including AIDS and HIV), medical condition (cancer), genetic information, marital or domestic partnership status, sexual orientation, veterans, pregnancy, family or medical leave status, or any other status protected by state and federal laws. This applies to every aspect of personnel policies and practices in the employment, development, advancement and treatment of employees, including the authorization of family and medical care leave, and pregnancy disability leave.

#### Harassment

Prohibit harassment based on the reasons listed above, and take all reasonable steps to prevent harassment from occurring.

#### Retaliation

Retaliation against employees alleging discrimination and harassment, or involved as witnesses in a discrimination or harassment investigation is prohibited. Employees who oppose and/or refuse to participate in illegal discrimination or harassment are also protected against retaliation.

#### Authority

Resolution 32952-95, December 12, 1995  
As amended by Motion 173-01, October 9, 2001  
As amended by Resolution 33438-04, September 14, 2004  
Reaffirmed by Motion 195-07, November 13, 2007  
As amended by Motion 016-09, February 10, 2009  
Reaffirmed by Motion 006-11, January 11, 2011  
As amended by Resolution 33864-12, January 24, 2012

Equal employment opportunity is the law of the land. Federal (Title VII, the Age Discrimination Employment Act and the Americans with Disabilities Act) and state (the Fair Employment and Housing Act and the Labor Code) laws prohibit employment decisions which discriminate based upon an individual's gender including gender identity or expression, race, color, religious creed, national origin, ancestry, age, physical or mental disability (including AIDS and HIV), medical condition (cancer), genetic information, marital or domestic partnership status, sexual orientation; veterans, pregnancy, family or medical leave status, or any other status protected by state and federal laws. In addition, the District is required to maintain an Affirmative Action Plan in compliance with federal regulations because it is a federal contractor and is mandated to do so by Executive Order 11246, which was issued by President Lyndon B. Johnson on September 23, 1965. The District complies with the Executive Order pursuant to regulations promulgated for that purpose by the Equal Employment Opportunity Commission and Office of Federal Contract Compliance Programs.

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**References**

Policy 1.07      Prevention of Sexual Harassment in the Workplace  
Procedure 105    Equal Employment Opportunity (EEO)  
                         Discrimination/Harassment Complaints

District Affirmative Action Plan

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