



Equal Employment Opportunity/ Affirmative Action

The City of Seattle is an Equal Opportunity and Affirmative Action employer committed to creating an inclusive environment for all employees free of discrimination and harassment. The City of Seattle will not tolerate any form of discrimination or harassment based on a person's race, color, religion, creed, sex, sexual orientation, gender identity, national origin, ancestry, age, genetic information, disability, marital status, veteran or military status, or political ideology. Our goal is to be an inclusive workforce that is representative, at all job levels, of the citizens we serve.

Legal Authorities

- Seattle Fair Employment Practices
- Washington Law Against Discrimination
- Civil Rights Act Title VI and VII
- Age Discrimination in Employment Act
- Genetic Information Non-discrimination Act
- Equal Pay Act of 1963
- Americans with Disabilities (ADA)

Affirmative Action/Equal Employment Opportunity. The City of Seattle's Equal Employment Opportunity (EEO) Policy and Affirmative Action Plan are established in accordance with the laws and regulations as set forth in Titles VI and VII of the Civil Rights Act of 1964, the Equal Employment Act of 1972, Presidential Executive Order 11246, as amended, the Office of Contract Compliance Programs Chapter 60 of Title 41CFR and Part 60-2 as amended and the U.S. Department of Justice, Office for Civil Rights, 28 CFR 42.301 governing requirements for grant recipients to establish and maintain an EEO Plan, which includes race/gender workforce analysis, and hiring and implementation plan components.

The City of Seattle commits to an equal employment opportunity policy that prohibits discrimination on the basis of race, color, sex, marital status, sexual orientation, political ideology, age, creed, veteran's status, religions, ancestry, national origin, gender identity, or the presence of any sensory, physical or mental disability. Felecia Caldwell is the City's EEO Officer.

The City's Affirmative Action Program directs management at all levels to develop and implement strategies designed not only to achieve a workforce that is a reasonable representation of the relevant labor market consistent with and dependent upon the business conditions and number of placement opportunities that may occur, but also to ensure equal employment opportunity for all.

For a copy of the City's Affirmative Action Plan and Equal Employment Opportunity Plan, please contact Felecia Caldwell, Workforce Equity Director at Felecia.caldwell@seattle.gov or by telephone at (206) 684-7614.