



## Equal Employment Opportunity/ Affirmative Action

The City of Seattle is an Equal Opportunity and Affirmative Action employer committed to creating an inclusive environment free of discrimination and harassment for all employees, job applicants, volunteers, and contractors. The City of Seattle will not tolerate any form of discrimination or harassment based on age, ancestry, color, creed, disability, gender identity, marital status, national origin, parental status, political ideology, race, religion, sex, sexual orientation, use of service animal, military status or veteran and use of section 8 certificate. 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 age, ancestry, color, creed, disability, gender identity, marital status, national origin, parental status, political ideology, race, religion, sex, sexual orientation, use of service animal, military status or veteran and use of section 8 certificate.

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 or for Equal Employment Opportunity questions, please contact Christopher Artis, Workforce Equity Director at [Christopher.Artis@seattle.gov](mailto:Christopher.Artis@seattle.gov) or by telephone at 425-414-6686.