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|  | KANSAS CITY, MO POLICE DEPARTMENT | DATE OF ISSUE | EFFECTIVE DATE | NO. |
| | PERSONNEL POLICY | 9-12-2014 | 9-12-2014 | 340-5 |
| SUBJECT | Policy Series 300: Employee Relations 340 - Equal Employment Opportunity | | | AMENDS |
| REFERENCE | Title I & V of the Americans with Disabilities Act of 1990 Title II of the Genetic Information Nondiscrimination Act of 2008 Title VII Civil Rights Act 1964 | RESCINDS | PPBM 340-4 | |

I. INTRODUCTION

- A. The department is committed to providing equal employment opportunities in the work place and ensuring compliance with all applicable federal and state laws.
- *B. This policy may be broader than federal or state law mandates for the benefit of applicants, members, and the department.

*II. TERMINOLOGY

- A. **Disability** – Physical and/or mental impairment which substantially limits one or more major life activity.
- B. **Employment Practices** – Include but are not limited to recruiting, hiring, transfer, promotion, demotion, training, compensation, benefits, suspension, and termination.
- C. **Genetics** – Genetic information about genetic tests of applicants, members, or their family members; manifestation of diseases or disorders in the family members (family medical history), and genetic services by applicants, members, or their family members.
- D. **National Origin** – An individual's ancestry, heritage, or national background.
- E. **Religion** – Includes all aspects of religious observance and practice, as well as belief.
- F. **Sex** – An individual's gender or sexual orientation and pregnancy status.

*III. POLICY

- A. Department employment practices are designed to hire, promote, and assign members without discrimination on the basis of race, color, religion, sex, age, national origin, genetics, or disability.

- B. The department will not grant preferential treatment to applicants or members because of their race, color, religion, sex, age, national origin, genetics, or disability on account of an imbalance with the respect to the total number or percentage of persons of those protected classes employed by the department.
- C. Members whose responsibility it is to effect employment practices will continue to make specific efforts to recruit, employ, and advance qualified persons at all levels of this department's workforce.
- D. The Human Resource Division Director's Responsibilities
 - 1. Serve as the Equal Employment Opportunity Compliance Officer.
 - 2. Ensure the department meets compliance with the Equal Employment Opportunity Commission's provisions and guidelines.
 - 3. Submit any required reports.
 - 4. Ensure the most recent Equal Opportunity poster as prepared and approved by the Equal Employment Opportunity Commission (EEOC) is displayed in a conspicuous location at all department facilities.
- E. Retaliation
 - 1. The department will not tolerate any form of retaliation against a member who reports any violation of this policy or any member who participates in an investigation.
 - 2. Retaliation will be addressed appropriately and may include disciplinary action up to and including termination.

Darryl Forté
Chief of Police

Adopted by the Board of Police Commissioners this _____ day of _____, 20__.

Alvin Brooks
Board President

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