

City of Broussard

EQUAL EMPLOYMENT OPPORTUNITY (EEO)

It is the policy of the City of Broussard to provide equal opportunity in employment to all employees and applicants for employment and to prohibit discrimination in employment because of race, creed, religion, color, sex, sexual orientation, gender, gender identity, age, national origin, disability, military status, marital status, genetics or any other characteristics or activities protected under applicable law.

This policy applies to all terms, conditions, and privileges of employment, including hiring, probation, training, promotion, transfer, compensation, benefits and assistance, layoff, recall, employee facilities, discharge, and retirement.

Discrimination in employment will not be tolerated. In addition, the City of Broussard will not tolerate retaliation against an employee for having opposed discrimination, having made a complaint of discrimination, having advised of allegedly discriminatory conduct, or having participated in any manner in an investigation or proceeding regarding an allegation of discrimination. Employees are prohibited from engaging in any discrimination or retaliation.

The City of Broussard also prohibits the harassment of any employee on the basis of his or her being a member of any protected classification. See Harassment Policy.

The City of Broussard has appointed the city clerk as Equal Employment Opportunity Coordinator, whose responsibilities include monitoring compliance with this policy and reporting in accordance with applicable law.

Every employee has an obligation to report any discriminatory conduct which he or she believes has occurred or is occurring, whether such conduct is directed toward that employee or another. If any employee or applicant for employment believes s/he has been discriminated against or believes s/he has observed or is aware of any discrimination, that should be immediately reported to the EEO Coordinator or, if the employee or applicant is uncomfortable reporting to the EEO Coordinator or if the allegation involves the EEO Coordinator, then to the Mayor. An investigation will be conducted, and remedial action will be taken as appropriate.

Every employee, contractor or subcontractor who does not comply with this policy will be subject to disciplinary action (in the case of an employee), including but not limited to discharge, and penalties (in the case of a contractor or subcontractor), including but not limited to termination of contract.

