



## Equal Employment Opportunity

The City of Salisbury is an equal opportunity employer. It is the City's policy to employ qualified individuals on the basis of their relative ability, knowledge and skills, without regard to race, ancestry, place of origin, color, ethnic origin, disability, citizenship, creed, sex, sexual orientation, gender identity, age, marital or relationship status, family status, immigrant status, receipt of public assistance, political affiliation, religious affiliation, social or economic status, or level of literacy and language ability unless the individual's English language ability or level of literacy would have a detrimental effect on their job performance. This policy applies to all personnel-related actions, including promotion, compensation, benefits, job assignment, discipline and training.

The City is committed to a workplace free from sexual and any other unlawful forms of harassment. Any employees encountering employment discrimination or any form of unlawful harassment should immediately report the incident to their immediate Supervisor and the Department Director or to the Human Resources Department. All reports will be investigated immediately.

The City of Salisbury shall implement and enforce a positive environment in its workplace to achieve full access and equal opportunity and to create a harmonious environment free from discrimination, harassment and hate.

This statement of policy is intended as a reflection of the City's commitment to a fair and just workplace in which all existing legal rights are fully protected. This statement of policy does not, however, create any justiciable right.