

RESOLUTION NO. 3535

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF REDLANDS
ADOPTING AN EQUAL EMPLOYMENT OPPORTUNITY AFFIRMATIVE ACTION PLAN
AND RESCINDING RESOLUTION NO. 3423

WHEREAS, the City Council of the City of Redlands is committed to the concept of equal employment opportunity in the public service as a basic personnel principle, and has a long-standing policy of avoiding discriminatory practices against any person employed, or seeking employment, because of race, color, religion, marital status, national origin, sex or age, except where sex or age is a valid occupational qualification; and

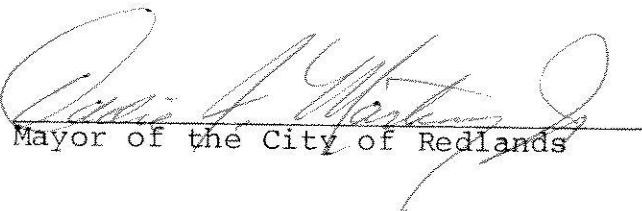
WHEREAS, the acceptance of this equal employment opportunity principle does not end with the mere prohibition of discriminatory practices, but rather the City of Redlands recognizes its obligation to develop practical plans for specific steps to be taken to achieve more fully the goal of equal opportunity employment in city government; and

WHEREAS, as a public employer, the City of Redlands recognizes that it has a particular responsibility to take what action is possible to remove barriers to equal employment opportunity;

NOW, THEREFORE, BE IT RESOLVED that the City of Redlands affirms a policy of equal employment opportunity that includes positive efforts in recruitment, examination, selection, promotion and training procedures to ensure that those persons who are otherwise qualified, but are disadvantaged by sex, age, or ethnic background, are afforded the opportunity to achieve positions in city government and are provided promotional opportunities, and hereby adopts the attached Affirmative Action Plan to implement that policy.

ADOPTED, SIGNED AND APPROVED this 17th day of October, 1978.

ATTEST:


Mayor of the City of Redlands


City Clerk

APPROVED FOR FORM:

s/ Edward F. Taylor
City Attorney