



City of Winter Park Civil Rights Policy

Equal Employment Opportunity

The City of Winter Park shall not discriminate because of race, color, age, sex, marital status, political beliefs, disability, national origin or ancestry, religion, or other factors considered to be discriminatory under federal or state law. This covers all areas of employment, recruitment, advertising, hiring, promotion, demotion, lateral reassignment, transfer, layoff, discharge, rates of pay or other compensation, training, or any other benefits. Employment will be solely based on merit and qualification.

The City of Winter Park shall comply with the **Americans with Disabilities Act of 1990** as required.

Services & Activities

The City of Winter Park shall not discriminate in the provision of services or activities because of race, color, national origin, sex, religion, age, disability, sexual orientation, marital status, family status, status as a parent, or part of an individual's income is derived from any public assistance program.

Any complaint regarding discrimination shall be handled through the Equal Employment Opportunity Commission officer (the chief executive or designee) of the City of Winter Park. The complainant should contact the EEOC officer (the chief executive or if the complaint is against the chief executive, the Human Resources Manager), who shall provide information and assistance on filing and pursuing the complaint.

[Derived from USDA "And Justice for All" poster.]

Michelle del Valle, Assistant City Manager
City of Winter Park