

**RESOLUTION NO. 22-17**

**Renewal of Adoption of Equal Opportunity Policy Statement**

WHEREAS, the City Council of the City of Early, Iowa, has reviewed its prior adoption by resolution of an Equal Opportunity Policy Statement: and

WHEREAS, the attachment to this Resolution sets forth the City's Policy for equal opportunity for employees and other individuals in their relationship with the City and should therefore be adopted by this reference:

NO, THEREFOR, IT IS RESOLVED by the City Council of the City of Early, Iowa as follows:

Section 1. That said Policy attached hereto is hereby adopted and that all officers, employees, and other agents of the City of Early are directed to comply with the Policy Statement for Equal Opportunity and that the City Clerk shall post and publicize said Policy as directed therein and to do all things necessary in furtherance of the purpose of this resolution.

Moved By S. Schmitt seconded by B. Pickhinke

**ROLL CALL VOTE:**

	AYE	NAY	ABSTAIN	ABSENT
PICKHINKE	X			
COUGILL	X			
SCHMITT	X			
LANGNER	X			
BLACKMAN	X			

WHEREUPON, the Mayor declared Resolution No. 22-17 duly adopted on this 6 th day of December, 2022.

Sharon Ann Irwin  
Sharon Irwin, Mayor

ATTEST:

L. Bainbridge  
Lexi Bainbridge

## Equal Opportunity Policy Statement

DATE: 12-6-2022

It is the policy of the City of Early to provide equal opportunity to all employees, applicants and program beneficiaries; to provide equal opportunity for advancement of employees; to provide program and employment facilities which are accessible to the handicapped and to administer its programs in a manner that does not discriminate against any person because of race, creed, color, religion, sex, national origin, disability, age, familial status, political affiliation, citizenship or sexual orientation.

The Mayor has ultimate responsibility for the overall administration of the affirmative action/equal opportunity program. The total integration of equal opportunity into all parts of personnel and program management is the Mayor's responsibility. The Mayor will review all policies and procedures as they affect equal opportunity and affirmative action and ensure compliance with relevant federal and state statutes.

The right of appeal and recourse is guaranteed by the City of Early. Any person who feels that he or she has been denied employment, participation, representation, or services in any program administered by the City of Early because of race, creed, color, religion, sex, national origin, age, disability, political affiliation, sexual orientation, or citizenship has the right to file an equal opportunity complaint. Information and assistance relative to equal opportunity complaints shall be provided by Lexi Bainbridge, City Clerk, who can be contacted at 712-273-5283.

This Equal Opportunity Policy of the City of Early shall be posted in conspicuous places within the facility, distributed to all employees, contractors and to the persons of all advisory and policy-making groups.

Approved on this 6<sup>th</sup> day of December, 2022

Sharon Ann Irwin

Sharon Irwin, Mayor