

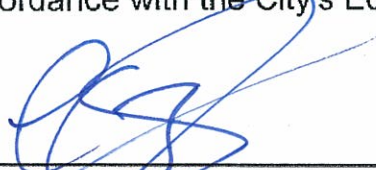
EEO Policy Statement

The City of Tacoma is an Equal Employment Opportunity employer. It is our policy that qualified people will be considered for employment, promotion, training, and retention, without regard to race, religion, color, national origin or ancestry, sex, gender identity, sexual orientation, age, marital status, familial status (including pregnancy and/or adopting or having custody of a child under the age of 18), or the presence or perceived presence of any sensory, mental or physical disability. This policy also applies to any veteran honorably discharged from any branch of the armed forces of the United States.


The overall goal of the City's Equal Employment Opportunity policy is to promote the recruitment and eliminate barriers to hiring, promotion, training and retention of qualified individuals in under-represented or under-used groups.

The City Manager and the Director of Public Utilities assume responsibility for implementing this policy and, specifically, the City's Equal Employment Opportunity and Recruitment Plan. Department and division directors, managers and supervisors are responsible for enforcing this policy and the City's anti-discrimination policies. All employees are expected to comply with the provisions of the City's policies against discrimination. Periodic review of each department's progress is required under this policy.

As appointing authorities, we hereby direct that this plan be implemented in accordance with the City's Equal Employment Opportunity and Recruitment policy.



T.C. Broadnax
City Manager
City of Tacoma



BILL GAINES
Director of Public Utilities
City of Tacoma

Date: 4/30/2013

Date: 5/2/13