

**CITY OF MARATHON, FLORIDA  
RESOLUTION NO. 2012-110**

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF  
MARATHON, FLORIDA ADOPTING AN UPDATED EQUAL  
EMPLOYMENT OPPORTUNITY POLICY IN COMPLIANCE WITH  
FEDERAL AND STATE LAW AND REGULATIONS; AND PROVIDING  
FOR AN EFFECTIVE DATE**

**WHEREAS**, the City of Marathon, Florida (the "City"), recognizes the benefits of a diverse workforce and that it should provide equal employment opportunity to all job applicants through the recruitment, employment and promotion of individuals at all levels within the City's employment structure without regard to race, color, creed, religion, national origin, age, disability, marital status, political affiliation, gender or genetic information; and

**WHEREAS**, the City desires to prevent discrimination and retaliation in the hiring and retention of its employees; create a workforce more reflective of the population composition in the available labor market; and ensure compliance with all applicable federal and state laws, rules, regulations and executive orders relative to the equal employment opportunities at the City.

**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF MARATHON, FLORIDA THAT:**

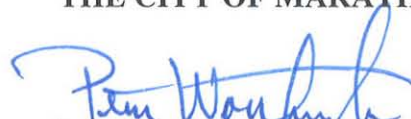
**Section 1.** The above recitals are true and correct and incorporated herein.

**Section 2.** The City's Equal Opportunity Program (including Affirmative Action Plan) a copy of which is attached as Exhibit "A," is hereby adopted for immediate implementation in accordance with present and future federal requirements.

**Section 3.** This resolution shall take effect immediately upon its adoption.

**PASSED AND APPROVED BY THE CITY COUNCIL OF THE CITY OF  
MARATHON, FLORIDA, THIS 25<sup>th</sup> DAY OF SEPTEMBER, 2012.**

**THE CITY OF MARATHON, FLORIDA**

  
\_\_\_\_\_  
**Pete Worthington, Mayor**

AYES: Cinque, Keating, Ramsay, Snead, Worthington  
NOES: None  
ABSENT: None  
ABSTAIN: None

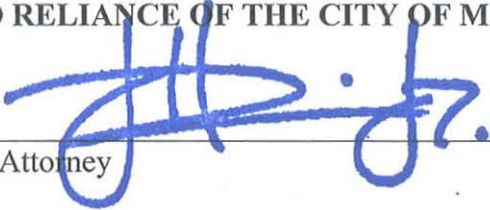
ATTEST:



\_\_\_\_\_  
Diane Clavier, City Clerk

(City Seal)

**APPROVED AS TO FORM AND LEGAL SUFFICIENCY FOR THE USE  
AND RELIANCE OF THE CITY OF MARATHON, FLORIDA ONLY:**



\_\_\_\_\_  
City Attorney

## Exhibit A

### EQUAL EMPLOYMENT OPPORTUNITY (EEO)

It is the policy of the City to promote and assure equal opportunity employment for all current and prospective employees without regard to race, color, religion, sex, age, disability, handicap, genetic information, marital status, national origin, sexual orientation, ancestry, citizenship status, pregnancy, familial status, status as a disabled veteran or veteran of the Vietnam era, gender identity or expression, or any other legally recognized status entitled to protection under local, state or federal anti-discrimination laws. This policy governs all matters related to recruitment, advertising, hiring, and initial selection of employment. It shall also apply to all other aspects of employment, including, but not limited to, compensation, promotion, demotion, transfer, lay-offs, corrective action, termination, leaves of absence, training opportunities, and other terms and conditions of employment

Any employee who feels that he or she has not been treated in accordance with this policy should contact the Department Head, Personnel Service Director, Assistant City Manager or City Manager. The City prohibits and will not tolerate retaliation against any employee who makes a good faith complaint under this policy.

Any job applicant who has questions regarding this policy or believes that he or she has not been treated in accordance with this policy should contact the Personnel Services Department. All such inquiries or complaints will be treated as confidential, and will only be disclosed on a need-to-know basis.

Violations of this policy will result in appropriate corrective action, up to and including termination from employment.