

## **POLICY OF NON-DISCRIMINATION AND STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY**

The City of Dowagiac provides equal employment opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, genetic information, marital status, amnesty, or status as a covered veteran in accordance with applicable federal, state and local laws. The City of Dowagiac complies with applicable state and local laws governing non-discrimination in employment. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

The City of Dowagiac expressly prohibits any form of unlawful employee harassment based on race, color, religion, gender, sexual orientation, national origin, age, genetic information, disability, or veteran status. Improper interference with the ability of City of Dowagiac's employees to perform their expected job duties is absolutely not tolerated.