

## Step 1: Introductory Information

Policy Statement: It is the policy of City of Norwalk to provide equal treatment to all City employees and applicants for City employment without regard to race, creed, color, national origin or ancestry, age, sex, sexual orientation, marital status, religion, political affiliation, mental physical handicap (except as a bona fide occupational qualification), genetic information or any other protected class. This policy applies to all Human Resources actions and procedures including, but not limited to: recruitment, selection, training, compensation, benefit programs, promotion, demotion, transfer and termination of employment.

Further, the City of Norwalk affirms its commitment to attaining work force that represents the available population work force.

The City seeks to do this in two ways:

1. Strict enforcement of laws against discrimination based on protected class in terms and conditions, of employment.
2. Analysis of the City of Norwalk work force to identify areas which do not reflect the available qualified population in gender and racial makeup.
3. Implement a plan to eliminate those deficiencies.