

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the policy of The City of Hornell not to discriminate against any applicant for employment, or any employee because of age, color, sex, disability, national origin, race, religion, or veteran status.

The City of Hornell will take affirmative action to ensure that the EEO Policy is implemented, with particular regard to: advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave, promotion, recruitment, rehire, social activities, training, termination, transfer, upgrade, and working conditions.

The City of Hornell will continue to make it understood by the employment entities with which it deals, and in employment opportunity announcements that the foregoing is the policy of the City of Hornell and all employment decisions are based on individual merit only.

All current employees of the City of Hornell are requested to encourage qualified disabled persons, minorities, special disabled veterans, and Vietnam Era veterans to apply for employment, on the job training or for union representation for qualified disabled individuals.

It is the policy of the City of Hornell that all agency activities, facilities, and job sites are non-segregated. Separate or single-user toilet and changing facilities are provided to assure privacy.

It is the policy of the City of Hornell to ensure and maintain a work environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which employees are assigned to work. Any violation of the policy should be immediately reported to your supervisor or the company EEO Officer.

EEO Officer: Heather Reynolds

Address: 82 Main Street, PO Box 627 Hornell NY 14843

Telephone: (607) 324-7421

Signed and Dated

Heather Reynolds 8/9/2021

EEO Policy Statement

The EEO Policy must be on company letterhead.

The EEO Policy must be signed by the company head and have a current date.

The EEO Policy must be posted at company offices and all job sites.

The EEO Policy must be submitted to NYS DOT OCR once each year.