

POLICY AGAINST DISCRIMINATION

It is the policy of the city to provide equal opportunity employment to all employees and applicants for employment. No person will be discriminated against in employment because of race, color, religion, gender or gender identity, sexual orientation, age, national origin, disability, military status, communication with elected public officials, free speech, refusing to participate in or remain silent about illegal activities exercising a statutory constitutional right or any right under clear public policy, political affiliation, genetic information or any other basis protected by law. The city will provide reasonable accommodation to qualified individuals with a disability unless the accommodation would pose an “undue hardship” on the city.

The City endeavors to comply with Title VI of the Civil Rights Act of 1964 requirements that no person be excluded from participation in, be denied the benefits of, or be subjected to discrimination, not only in employment, but under any program, service or activity of the City on the grounds of race, color, or national origin.

LIMITED ENGLISH PROFICIENCY POLICY

The City of Sweetwater will take reasonable steps to ensure that persons with Limited English Proficiency (LEP) have meaningful access and an equal opportunity to participate in city services, programs and activities. The policy of the City of Sweetwater is to ensure meaningful communication with LEP persons and their authorized representatives. All interpreters, translators and other aids needed to comply with this policy shall be supplied at no cost to the person being served. Methods of serving this need may include technological applications and/or websites.