

\_\_\_\_\_  
Rutherford County  
(City/County/Town)

\_\_\_\_\_  
17-C-2988  
(Grant number)

### **Equal Employment and Procurement Plan**

The *City/County/Town* of Rutherford maintains the policy of providing equal employment opportunities for all persons regardless of race, color, religion, sex, national origin, handicap, age, political affiliation, or any other non-merit factor, except where religion, sex, national origin, or age are bona fide occupation qualifications for employment.

In furtherance of this policy, the *City/County/Town* prohibits any retaliatory action of any kind taken by any employee of the locality against any other employee or applicant for employment because that person made a charge, testified, assisted or participated in any manner in a hearing, proceeding or investigation of employment discrimination.

The *City/County/Town* shall strive for greater utilization of all persons by identifying previously underutilized groups in the workforce, such as minorities, women, and the handicapped, and making special efforts toward their recruitment, selection, development and upward mobility and any other term, condition, or privilege of employment.

Responsibility for implementing equal opportunities and affirmative action measures is hereby assigned to the *Mayor/Chairman and/or other persons designated by the Chief Elected Official* to assist in the implementation of this policy statement.

The *City/County/Town* shall develop a self-evaluation mechanism to provide for periodic examination and evaluation. Periodic reports as requested on the progress of Equal Employment Opportunity and Affirmative Action will be presented to the *Chief Elected Official*.

The *City/County/Town* is committed to this policy and is aware that with its implementation, the *City/County/Town* will receive positive benefits through the greater utilization and development of all its human resources.

Adopted this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_.

\_\_\_\_\_  
(Chief Elected Official)

ATTEST:

\_\_\_\_\_  
(Clerk)