



City of Pittsburgh  
Operating Policies

<b>Policy: Equal Employment Opportunity/Affirmative Action</b>	<b>Original Date:</b>
	<b>Revised Date: 7/2009</b>

**PURPOSE:** The purpose of the affirmative action program is twofold: 1) to further implement the City of Pittsburgh's policy on equal employment opportunity throughout all departments of the City and 2) to insure that City policy is widely understood by all personnel and the public in general.

**POLICY STATEMENT:** The City will provide equal employment opportunity on the basis of merit and without discrimination of race, religion, sex, age, or national origin pursuant to Federal Executive Orders 11246 and 11375 and Chapter 60 of Title 41 of the Code of Federal Regulations as amended by Part 60-2 and Revised Order No. 4. The City will extend equal opportunity for employment in all positions to all qualified persons, and will promote equal opportunity through a positive and continuing affirmative action program.

- The City of Pittsburgh recognizes not only a legal obligation but a moral and ethical responsibility to provide fair and equitable consideration of applicants and employees without regard to race, color, religion, ancestry, age, national origin, place of birth, gender, sexual orientation, or non job-related disability.
- The City affirms its commitment to a policy not only of non-discrimination, but also to a process of affirmative action in all departments of City government in order to ensure that employment opportunities are extended to all qualified persons. City policy prohibits the hiring of unqualified individuals.
- Any affirmative action goals set forth by the City are good faith efforts to set achievable employment objectives. They are not "quotas" and are not fixed hiring rates ordered by a court to remedy unlawful discrimination.

- The City of Pittsburgh will continue to administer all other personnel matters such as recruitment, promotion, employee development, disciplinary actions, testing, compensation, benefits, transfers, layoffs, training, tuition assistance, and social and recreational programs in accordance with the City's Nondiscrimination Policy.
- Copies of the City's Equal Employment Opportunity/Affirmative Action Policy will be posted in the Department of Personnel and Civil Service Commission and on all Department bulletin boards.
- Employees are encouraged to bring equal employment opportunity concerns to the attention of their supervisors, management staff, or the City of Pittsburgh Law Department.

A supporting statement to the City's Equal Employment Opportunity/Affirmative Action Policy has been signed by the Mayor. This statement affirms the Mayor's commitment to the City's EEO/AA Policy and current Affirmative Action Plan.