



Municipality of Anchorage
Mayor Dave Bronson

Office of the Mayor

Municipality of Anchorage

Dave Bronson, Mayor

THE MUNICIPALITY OF ANCHORAGE EEO/AA POLICY STATEMENT

The Municipality of Anchorage (MOA) serves one of the most diverse communities in the United States. We serve that community with pride and have a strong commitment to ensure that our total workforce reflects the rich diversity of the region that we serve. The MOA takes Affirmative Action (AA) to ensure that all employment practices are free of discrimination.

The MOA takes its Equal Employment Opportunity (EEO) obligations seriously. It is MOA's policy to hire applicants and promote employees on the basis of merit, without regard to race, color, religion, sex, gender identity, sexual orientation, national origin, ancestry, age, physical or mental disability, marital status, veteran status, or political affiliation. MOA is committed to an AA policy to employ and advance in employment qualified veterans, disabled veterans, and individuals with disabilities. It is MOA's policy to provide reasonable accommodation for applicants and employees with disabilities. MOA's EEO policy affects all employment practices, including recruitment, selection, promotion, termination, transfer, layoff, compensation, training, benefits and other terms and conditions of employment. In administrative decisions related to personnel actions, policies and procedures shall be made on the basis of an individual's capacity to perform essential job functions and the feasibility of any necessary accommodations.

To achieve its EEO goals, the MOA utilizes AA policies to aggressively recruit and employ qualified minorities, women, veterans, persons with disabilities, and other disadvantaged groups that are underutilized in the MOA workforce. MOA also ensures that its overall employment practices and procedures are nondiscriminatory and do not adversely exclude any qualified individual from a municipal position, training, or career development opportunity, based on factors other than the individual's merit, ability, and other factors directly related to job performance.

All MOA employees are obligated to comply with the MOA's Policy/Procedure 40-38, Policy/Procedure 20-3, and the EEO/AA Program, to ensure that MOA employees and customers are treated in a nondiscriminatory manner. All MOA management and supervisory personnel have a responsibility to help ensure that the MOA EEO/AA Policy and Program is effectively implemented and that EEO matters within their respective area(s) of responsibility are promptly and appropriately addressed. All municipal employees are encouraged to immediately report harassment or discrimination to supervisors or the next level of senior management when they have experienced or witnessed any instance of harassment or discrimination. All MOA Department Directors and supervisors have an open-door policy. MOA employees may approach any supervisor or the Department Director at any time to report any instance of harassment or discrimination. The performance of MOA managers and supervisors will be evaluated on the success of the MOA EEO Program in the same way as their performance is assessed on other MOA goals.

The Office of Equal Opportunity Director, Erica Barry, has the overall responsibility and duty in ensuring the MOA complies with its EEO/AA Policy and Program that provides day-to-day management of the EEO function, including compliance monitoring and assisting employees in informally resolving allegations of discrimination or harassment.



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Inappropriate or bullying behavior that may not rise to the level of illegality is equally unacceptable and will not be tolerated. I am personally committed to ensuring a workplace based on fairness, dignity and respect for all MOA employees and customers. I ask for all your support as we continually work together to make the MOA an environment free of discrimination and harassment for all employees and members of the community we serve, where everyone may feel safe, secure, and strong.

Mayor Dave Bronson

Date