

**Equal Employment Opportunity Policy Statement**

**TO:** City of Independence Employees  
Applicants for Employment  
Our Contractors/Suppliers  
The Community

It is the policy of the City of Independence MO., to provide employment, training, compensation levels, transfer and promotion opportunities, and other aspects of employment without regard to sex, race, color, religion, national origin, or age, and to qualified individuals with disabilities, disabled veterans, or Vietnam era veterans.

When we are hiring or promoting in those job categories in which women, minorities, individuals with disabilities or veterans are underutilized, we will take affirmative action to seek out qualified applicants without regard to sex, race, color, age, national origin, handicap, or veteran status.

In our City, all terms and conditions of employment are, and will continue to be, established on the basis of the individual's qualifications and ability to perform the job.

The Human Resources Specialist, Carol Cox, is designated as the Equal Employment Officer of the City and will be responsible for communicating and implementing this policy to all City Departments.