



**MUNICIPALITY OF ANCHORAGE
MAYOR SUZANNE LAFRANCE**

**THE MUNICIPALITY OF ANCHORAGE
EEO/AA POLICY STATEMENT**

The Municipality of Anchorage (MOA) proudly serves one of the most diverse communities in the United States. We are dedicated to ensuring that our workforce accurately mirrors the rich diversity of our region by implementing discrimination-free employment practices. The MOA takes Affirmative Action (AA) to ensure that all employment practices are free of discrimination.

The MOA is dedicated to upholding its Equal Employment Opportunity (EEO) responsibilities. We adhere to a policy of merit-based hiring and promotion, disregarding factors such as race, color, religion, sex, gender identity, sexual orientation, national origin, ancestry, age, physical or mental disability, marital status, veteran status, or political affiliation. The MOA is committed 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 based on an individual's capacity to perform essential job functions and the feasibility of any necessary accommodations.

To achieve its EEO goals, the MOA utilizes policies to recruit and employ qualified minorities, women, veterans, persons with disabilities, and other disadvantaged groups that are underutilized in the MOA workforce. The MOA also guarantees that all its employment practices and procedures are fair, ensuring that no qualified individual is unfairly excluded from municipal positions, training, or career development opportunities based on factors unrelated to their merit, ability, or job performance.

All MOA employees are obligated to comply with the MOA's Policy/Procedures. All MOA Directors and supervisors have a responsibility to help ensure that the MOA policies are 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 Director or Human Resources when they have experienced or witnessed any instance of harassment or discrimination. All MOA Department Directors and supervisors maintain an open-door policy. The Office of Equal Opportunity Director has the overall responsibility and duty in ensuring the MOA complies with its EEO/AA that provides day-to-day management of the EEO function. The MOA is dedicated to establishing a workplace characterized by fairness, dignity, and respect for every MOA employee and customer. I seek your support as we collaborate to cultivate an environment at MOA that is free from discrimination and harassment for all employees. It is crucial that everyone feels safe, secure, and empowered.



Mayor Suzanne LaFrance

8/13/24

Date