

**City of Owosso
Affirmative Action Program**

Statement of Policy

The City of Owosso recognizes that equal employment opportunities in the City government can only be fully achieved with a firm commitment to the concept of affirmative action.

The City of Owosso recognizes not only its legal obligation, but also its moral obligation to achieve equal employment opportunity within the City government, not only for the sake of fair employment practices but also for the sake of meeting the economic needs of its minority population.

Accordingly, the City of Owosso:

1. Reaffirms its policy that there shall be no discrimination on the basis of race, color, religion, national origin, marital status, age, or sex in hiring of applicants or in the treatment of City personnel;
2. Will enact positive procedures to ensure that realistic hiring goals are established;
3. Will periodically review the composition of the City's staff at all levels to determine if its goals are being met; and
4. Will attempt to establish a ratio of minority employees which reflects their actual presence in the general population.

The mechanics for achieving these objectives shall be periodically reviewed and refined to include the entire range of personnel practices in City government. This range includes, but is not limited to: recruitment, appointments, reappointments, seniority, promotions, compensation determinations, benefits, transfers, layoffs, return from layoffs, City sponsored training and education, tuition assistance, social and recreational programs, retirement, disabilities, adjustments in workloads, etc.

With the pressing needs of the times in which we live, there is a need for special efforts to identify and attract members of minority groups and women to apply for positions within the City of Owosso.

Once they have applied, they should be guaranteed that no discrimination will take place.

Therefore, it is the intent of the Affirmative Action Plan to prevent discrimination because of race, color, religion, age, national origin, sex, marital status, and to correct the present imbalance in the City of Owosso's work force. The implementation of this Affirmative Action Plan is designed to achieve equal employment opportunity.

Adopted by the Owosso City Council on September 6, 1977.