

ORDINANCE NO. 30-23**AN ORDINANCE ADOPTING THE CITY OF MEDINA'S
EQUAL EMPLOYMENT OPPORTUNITY POLICY.**

WHEREAS: The City of Medina has long observed a principal of recruiting, hiring, training, and promoting City of Medina employees without regard to race, color, religion, national origin, disability, age, ancestry, sex, sexual orientation, and gender identity, except where such factors constitute bona fide obstacles to expected job performance; and

WHEREAS: The City of Medina desires to adopt an Equal Employment Opportunity Policy that is consistent with the Federal and State law.

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE
CITY OF MEDINA, OHIO:**

SEC. 1: The City of Medina provides Equal Employment Opportunities (EEO) to all employees and applicants for employment without regard to race, color, religion, national origin, disability, age, ancestry, sex, sexual orientation, genetic information, gender identity, marital status, military status, status as a covered veteran, or any other protected classification in accordance with applicable Federal, State and local laws. This policy applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

SEC. 2: The City of Medina expressly prohibits any form of employee harassment based on race, color, religion, sex, national origin, age, disability, genetic information, marital status, military status, status as a covered veteran, or any other protected classification in accordance with applicable Federal, State and local laws.

SEC. 3: The City of Medina pledges itself to ensure that all activities relative to recruitment, hiring, and promotion are undertaken to affect the principal of Equal Employment Opportunity. Only bona fide occupational qualifications should be considered when administering personnel matters. All matters related to compensation, benefits, transfers, layoffs, recall from layoffs, and training will be free from any and all discriminatory practices.

SEC. 4: That it is found and determined that all formal actions of this Council concerning and relating to the passage of this Ordinance were adopted in an open meeting of this Council, and that all deliberations of this Council and any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with the law.

SEC. 5: That this Ordinance shall be in full force and effect at the earliest period allowed by law.

PASSED: February 13, 2023

SIGNED: John M. Coyne, III
President of Council

ATTEST: Kathy Patton
Clerk of Council

APPROVED: February 14, 2023

SIGNED: Dennis Hanwell
Mayor