



Affirmative Action & Diversity Workforce Plans

The City will take positive results-oriented approaches to ensure that its employment practices provides an equitable process for all employees and applicants through a voluntary Affirmative Action Plan for both General Government and Gainesville Regional Utilities. All departments shall also work with the Office of Equal Opportunity to develop diversity workforce plans ensuring equal opportunity, fairness and open competition for city positions. The Equal Opportunity Director or designee, shall work to enforce all diversity workforce plans. The Office of Equal Opportunity shall create requirements and contents for diversity workforce plans by all departments.

The City's voluntary Affirmative Action Plans are developed annually in strict reliance upon the Guidelines on Affirmative Action issued by the Equal Employment Opportunity Commission (EEOC) (29 C.F.R. Part 1608). The Office of Equal Opportunity also utilizes guidance from Article XIV of the Constitution of the United States of America, Title VII of the Civil Rights Act of 1964 as amended, and Presidential Executive Order No. 11246 as amended, and implementing regulations.

All efforts will be made to support a continuing program of self-evaluation and proactive good faith efforts in developing voluntary affirmative action plans with aspirational targets. To that end, the Equal Opportunity Director shall prepare an Affirmative Action Plan annually and present such to the City Commission. The Equal Opportunity Director shall work with the Human Resources Director or designee to obtain the relevant data for both plans. The Equal Opportunity Director shall also regularly update the city commission on efforts within both General Government and Gainesville Regional Utilities.

By undertaking such efforts, the City of Gainesville seeks to correct or eliminate any policy, procedure, or practice which results in unfair advantages or denies equal opportunity in employment to any group or individual.

Effective Date: 07/12/99

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