

### **1.1 Equal Employment Opportunity Policy**

The City of Aurora is an equal opportunity employer. The City is committed to complying with all applicable federal, state and local laws. All City employees are expected to adhere to and cooperate with the principles of equal employment opportunity (“EEO”). The City of Aurora prohibits discrimination or harassment because of race, religion, color, gender, sex, creed, age, sexual orientation, disability, ancestry, genetic information, veteran status, or any other legally protected characteristic. This EEO and anti-discrimination policy applies to all City employees as well as those individuals who are seeking employment with the City. This policy includes all aspects of the employer/employee relationship including recruitment, employment, promotion, transfer, training, termination, working conditions, wages and salary administration, employee benefits and participating in social or recreational programs or other privileges of employment. Furthermore, the City will not tolerate illegal discrimination or harassment between its coworkers, supervisors and/or managers, customers or vendors. The policies and principles of EEO also apply to the selection and treatment of outside consultants or contractors who work onsite in a City facility.

### **1.2 Anti-Harassment Policy**

The City of Aurora prohibits harassment on the basis of any characteristic protected by law (see Equal Employment Opportunity Policy 1.1). For the purposes of this policy, harassment is verbal or physical conduct that denigrates or shows hostility toward an individual because of a legally protected characteristic and has the purpose or effect of creating an intimidating, hostile or offensive work environment or unreasonably interfering with an individual’s work performance, or otherwise adversely affects an individual’s employment opportunities. Harassing conduct includes, but is not limited to: epithets, slurs, or negative stereotyping; threatening, intimidating, or hostile acts; or denigrating jokes and display or circulation of written or graphic material that denigrates or shows hostility toward an individual or group (including through e-mail).