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Office of Equal Opportunity Policy Revisions (B)

The Equal Opportunity Director shared initial feedback on policy changes after releasing a 90 day review to the city commission on January 14, 2016 and in subsequent commission briefings. The initial 90 day assessment revealed various Equal Opportunity policies had not been revised since 1999 or 2008, depending on the policy and should be updated to reflect the current environment and current operations. Since then, the Equal Opportunity Director has received input and feedback from various stakeholders (OEO staff, city staff, community members, etc.). The proposed changes will create efficiencies, provides clarity on several initiatives, and rewrites the city’s ADA policy specifying the process for accommodations, staff roles, compliance and reporting.

Here are a summary of the Office of Equal Opportunity policy changes:

- § EO-1 Policy Statement: Technical clean-up; updates to roles; consolidating multiple OEO committees into one new committee and clarifying roles
- § EO-2 Charter Officers' Duties Related to Equal Opportunity Policy: Adds one additional role
- § EO-3 Affirmative Action: Technical clean-up; adds clarifying language on role of diversity workforce plans
- § EO-4 Discrimination, Harassment and Conduct: No change
- § EO-5 Retaliation Policy: Technical clean-up
- § EO-6 Disability Policy: Policy name change; total re-write of policy to include specific references of Title I and Title II under the ADA; creates definitions; adds specific steps for accommodation request process, compliance and reporting *(reviewed and supported by City Attorney’s Office, Human Resources, Risk Management, Facilities, PRCA and GRU)*
- § EO-7 Equal Employment Opportunity Policy: No change
- § EO-8 Equal Opportunity Complaint Policy: Technical clean-up based on City Attorney’s Office recommendation

The City Commission approve recommended revisions by the Equal Opportunity Director to the Office of Equal Opportunity policies.

There is no fiscal impact as a result of these changes.