

City of Brockton

Equal Opportunity & Non-Discrimination Policy Statement

The City of Brockton is proud to be an Equal Opportunity employer. We value, respect, and seek to empower each individual to support the diverse cultures, perspectives, skills and experience within our workforce. It is the policy of the City of Brockton to ensure non-discrimination in all its employment decisions. The City is an employer that pledges to maintain a working environment free from discrimination in employment and provide equal opportunity without regard to race, ethnicity, color, religion, ancestry, national origin, sex, gender, gender identity and expression, age, disability, marital status, veteran status, sexual orientation, genetic information, lawful alien status, mental or physical ableness, and any other class of individuals protected from discrimination under local, federal and state law. Equality of opportunity will be the policy in all aspects of the City, including but not limited to: recruitment, selection, hiring, compensation, demotion, promotion, internships, fellowships, apprenticeship training programs, professional development, layoffs, and terminations.

The City's policies establish a reporting procedure and processes for responding to claims of inappropriate behavior and perceived harassment, discrimination and retaliation so that issues can be identified and remedied internally, promptly, and thoroughly. Any employee who is found to have violated the anti-discrimination or anti-retaliation provisions of the Equal Opportunity policy with respect to another individual will be subject to corrective action, up to and including termination.

A policy of non-discrimination in and of itself, however, is not sufficient enough to impact structural change. Therefore, an objective of the City is to become a respected leader in offering programs, permanent jobs, and activities that will enhance equal employment opportunities, as well as provide awareness and sensitivity to all protected groups. To that end, each City department has the responsibility to promote and implement outreach and recruitment methods that uphold this objective.

We celebrate the diversity of our organization and remain committed to policies, procedures, and attitudes necessary to continue to build and retain a workforce that is reflective of the people we serve. All City employees are expected to comply with the Equal Opportunity and Non-Discrimination policy, as well as any other related City policies and documents, so that together we may accomplish our diversity, equity, and inclusion goals.