

**ADMINISTRATIVE POLICY NO. 06-01**

**EQUAL EMPLOYMENT OPPORTUNITY POLICY**

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**1. POLICY ISSUANCE**

This policy replaces Administrative Policy 98-05.

**2. PURPOSE AND POLICY**

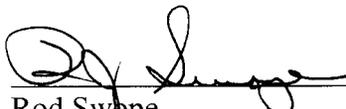
The City and Borough of Juneau is an equal opportunity employer. "No person may be discriminated against in any municipal appointment, employment or promotion for a reason not related to merit." (CBJ 44.05.020) The City and Borough of Juneau Personnel Rules define merit as "...the knowledge, skill, ability and willingness to perform the work." (20 PR 005 (26))

In addition, the City and Borough of Juneau complies with the State Human Rights Act (AS 18.80.220) and Title VII of the Civil Rights Act of 1964 as amended which protect against discrimination on the basis of race, religion, color, national origin, or because of a person's age, physical or mental disability, sex, marital status, changes in marital status, pregnancy or parenthood.

**3. GENERAL PROVISIONS**

- A. Scope: This policy applies to all agencies and employees of the City and Borough of Juneau, Alaska subject to the Personnel Rules.
- B. Authority to promulgate policy: The City Manager of the City and Borough of Juneau, Alaska, maintains the authority granted by the CBJ Charter to order policy and the guidelines for implementation.
- C. Effective Date: This policy will take effect on: December 29, 2006.

Dated at Juneau, Alaska, this 27<sup>th</sup> day of December, 2006.

  
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Rod Swope  
City and Borough Manager