

A RESOLUTION OF THE CITY COUNCIL  
OF THE CITY OF LAS VEGAS, NEVADA  
REGARDING THE REAFFIRMATION OF THE  
CITY'S AFFIRMATIVE ACTION POLICY STATEMENT

WHEREAS, the City of Las Vegas has been and will continue to be an equal opportunity employer. No employee or applicant for employment or promotion will be discriminated against because of race, color, religion, sex, age, national origin, disability or political affiliation. Further, the City of Las Vegas is committed to promoting the full realization of equal employment opportunity through a vigorous and continuing Affirmative Action Program that aggressively achieves multicultural diversity in our workplace, and;

WHEREAS, this policy statement is an integral part of the City of Las Vegas' Affirmative Action Plan which sets forth our legal obligations and policy for guidance in carrying out these equal employment opportunity requirements, and;

WHEREAS, it is understood that a policy limited to equal opportunity is not in itself sufficient to attract and retain members of the historically underrepresented groups. Affirmative efforts to recruit and promote persons from these underrepresented groups are crucial for achieving appropriate cultural balance within the workforce for the City of Las Vegas, and;

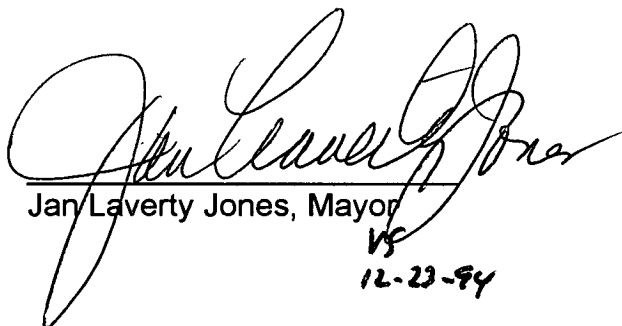
WHEREAS, toward this goal of cultural diversity in our workplace, the City of Las Vegas will continue to pursue, in good faith, an aggressive, proactive Affirmative Action Program. Special efforts need to be made to increase the number of protected class persons from underrepresented groups in the City of Las Vegas. Such efforts will include continuous monitoring and assessment by the Affirmative Action Officer and development of proactive action plans to remedy the underrepresentation in the number of protected class members that presently exist, and;

WHEREAS, it is our stated policy to reach out to traditionally underrepresented groups in order to identify qualified applicants at all levels. Further, it is our policy to hold Department Directors accountable for their workforce diversity and hold managers accountable for the processes they use to hire and promote applicants and employees. Affirmative efforts will be made to hire qualified applicants both within our Civil Service System and with our appointed employees, and;

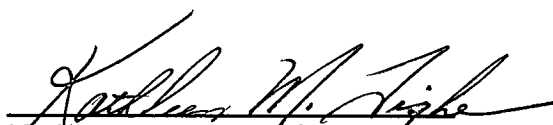
WHEREAS, the results of this Affirmative Action Program will be reviewed semi-annually, and the Program will be modified as necessary to achieve the overall stated equal opportunity and affirmative action goals and objectives of the City of Las Vegas.

NOW, THEREFORE, BE IT RESOLVED that toward this comprehensive goal, the City of Las Vegas will continue to assist managers and supervisors in Affirmative Action issues and additional specialized training programs. We ask for the continued support of all City of Las Vegas employees in ensuring the fair and equitable administration of the Equal Employment Opportunity Policy.

PASSED, ADOPTED, AND APPROVED this 21st day of December, 1994.

  
Jan Laverty Jones, Mayor  
VS  
12-23-94

ATTEST:

  
Kathleen M. Tighe, City Clerk