

KANSAS CITY, MO. POLICE DEPARTMENT PERSONNEL POLICY		DATE OF ISSUE 11/27/01	EFFECTIVE DATE 12/12/01	NO. 340-4
SUBJECT Policy Series 300: Employee Relations 340 - Equal Employment Opportunity Program			AMENDS	
REFERENCE		RESCINDS 340-3		

I. POLICY

The department is committed to equal employment opportunities and merit employment in the work place to assure compliance with all applicable federal and state laws.

II. GUIDELINES

- A. Department employment practices (including, but not limited to, recruiting, hiring, transfer, promotion, demotion, training, compensation, benefits, and termination) are designed to hire, promote and assign employees without discrimination because of age, physical abilities, race, religion, sex, or national origin.
- *B. Members whose responsibility it is to effect hiring, transfers, promotions, or termination of department members will continue to make specific efforts to recruit, employ, and advance qualified women, minorities and disabled persons at all levels of this department's workforce. These special efforts will continue until it is emphatically clear that equality of opportunity is a fact as well as an ideal.
- C. The Administration Bureau Commander will serve as the Equal Employment Opportunity Compliance Officer and assure compliance with the Equal Employment Opportunity Commission's provisions and guidelines, and submit any required reports.
- D. When in contact with the community, all department members are encouraged to suggest that protected class persons make application with the department for employment.

Richard D. Easley
Chief of Police

Adopted by the Board of Police Commissioners this _____ 27th _____ day
of _____ November _____, 2001.

Dennis C. Eckold
President