

	KANSAS CITY, MO POLICE DEPARTMENT	DATE OF ISSUE	EFFECTIVE DATE	NO.
	PERSONNEL POLICY	11/25/2020	11/25/2020	340-6
SUBJECT			AMENDS	
Policy Series 300: Employee Relations 340 - Equal Employment Opportunity				
REFERENCE		RESCINDS		
Title I & V of the Americans with Disabilities Act of 1990 Title II of the Genetic Information Nondiscrimination Act of 2008 Title VII Civil Rights Act 1964		PPBM 340-5		

I. INTRODUCTION

- A. The department is committed to providing equal employment opportunities in the work place and ensuring compliance with all applicable federal and state laws.
- B. This policy may be broader than federal or state law mandates for the benefit of applicants, members, and the department.

II. TERMINOLOGY

- A. **Disability** – Physical and/or mental impairment which substantially limits one or more major life activity.
- B. **Employment Practices** – Practices may include, but are not limited to the following: recruiting, hiring, transfer, promotion, demotion, training, compensation, benefits, suspension, and termination.
- *C. **Genetics** – The study of heredity (ancestry) and the variations of inherited characteristics, (i.e., information from genetic tests, family, medical history, or related genetic services).
- D. **National Origin** – An individual’s ancestry, heritage, or national background.
- E. **Religion** – Includes all aspects of religious observance and practice, as well as belief.
- F. **Sex** – An individual’s gender or sexual orientation and pregnancy status.

III. POLICY

- *A. The Department provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, furlough, recall, transfer, leaves of absence, compensation and training.

- B. The department will not grant preferential treatment to applicants or members because of their race, color, religion, sex, age, national origin, genetics, or disability on account of an imbalance with the respect to the total number or percentage of persons of those protected classes employed by the department.
- C. Members whose responsibility it is to effect employment practices will continue to make specific efforts to recruit, employ, and advance qualified persons at all levels of this department's workforce.
- *D. The Human Resource Division Manager's Responsibilities:
 - 1. Serve as the Equal Employment Opportunity Compliance Officer.
 - 2. Ensure the department meets compliance with the Equal Employment Opportunity Commission's provisions and guidelines.
 - 3. Submit any required reports.
 - *4. Ensure the most recent Missouri and Federal Labor Law posters are approved by the Equal Employment Opportunity Commission (EEOC) and are displayed in a conspicuous location at all department facilities.
- E. Retaliation
 - 1. The department will not tolerate any form of retaliation against a member who reports any violation of this policy or any member who participates in an investigation.
 - 2. Retaliation will be addressed appropriately and may include disciplinary action up to and including termination.



Richard C. Smith
Chief of Police

Adopted by the Board of Police Commissioners this 10th day of November, 2020.



W. Don Wagner
Board President

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