

# Police Department Policy and Procedure Manual

## Chapter 2 — Personnel

**Section Number:** 2-4-1  
**Section Title:** Equal Employment Opportunity  
**Most Recent Update:** 7/1/2015

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### I. Equal Employment Opportunity

- A. It is the policy of the Clive Police Department that discriminatory or harassing conduct, on the part of any official or employee, is not acceptable. See City of Clive's Personnel Policy Manual, Article IV Section 4.2 in reference to the City's policy on sexual harassment.
- B. Clive Police Department will recruit, hire, train and promote persons in all job classifications without regard to age, race, color, religion, sex, national origin or unrelated physical disability. Discriminatory or harassing conduct, based on any of the above categories, will not be tolerated.
- C. Any alleged violation of this policy will be thoroughly investigated and, if appropriate, disciplinary action will follow and termination may be in order.
- D. The principle of equal employment opportunity will be an integral part of the City's employment decisions.
- E. In accord with the principles of equal employment opportunity, the City's promotion decisions will be based only on valid requirements for promotional opportunities.
- F. The City will ensure that all personnel actions such as compensation, benefits, transfers, dismissals, etc., will be administered without regard to age, race, color, religion, gender, national origin or unrelated physical disability.



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Michael G. Venema  
Chief of Police