



PUBLIC STATEMENT

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The City of Grand Ledge Strictly Prohibits Discriminatory Practices

GRAND LEDGE, MI, August 3, 2018 – The City of Grand Ledge is committed to providing a work environment that maintains employee equality, dignity, and respect. In keeping with this policy, the City strictly prohibits discriminatory practices, including harassment, sexual or otherwise. Any unlawful harassment, whether verbal, physical, or environmental, is unacceptable and will not be tolerated. It is the responsibility of all employees of the City to nurture and maintain work environments in which employees, citizens, labor representatives, and vendors are valued, welcomed, and treated with respect.

Harassment of or discrimination against City employees based on race, color, religion, national origin, age, sex, height, weight, marital status, sexual orientation, or non-disqualifying disability is prohibited. The City resolves to provide:

- A workplace free from discrimination based on an individual's race, color, religion, national origin, age, sex, height, weight, marital status, sexual orientation, or non-disqualifying disability, and the provision of public services on the same basis.
- A workplace free from harassment and hostility due to race, color, religion, national origin, age, sex, height, weight, marital status, sexual orientation, or non-disqualifying disability.
- Equal employment opportunities in all phases of employment through recruitment, retention, and advancement of diverse qualified people, and the utilization of job-related criteria in making employment decisions.

The city management team recipient of a complaint and/or appropriate designee shall conduct an investigation and evaluation of the validity of the complaint. If the complaint is found to be substantiated, the City will take appropriate measures, including counseling, training, and/or disciplinary measures up to and including discharge, to remedy all violations of the policy. Complaints will be resolved in the best interests of both the complainant and city operations. The City prohibits discrimination or retaliation against any employee because the employee has filed a complaint.

In consideration of the respect and privacy of our employees and others, we do not provide comment on internal grievance matters. The City releases personnel information in accordance with the Freedom of Information Act.

The City takes allegations of unlawful retaliation very seriously and is committed to a policy prohibiting its occurrence. Unlawful retaliation will not be tolerated.

All city employees will be participating in regular training to include Preventing Workplace Harassment & Discrimination.

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