

## **EQUAL EMPLOYMENT OPPORTUNITY**

The Borough of Paramus is an equal opportunity employer. This means we affirmatively prohibit discrimination and harassment of any type and we ensure that equal employment opportunities are afforded to all applicants and employees alike without regard to race, color, religion, sex (including pregnancy), gender, national origin, sexual orientation, domestic partnership status, civil union status, marital status, age, disability, genetic information, veteran status or any other protected class. We are committed to conforming to not just the letter but also the spirit of all applicable laws and regulations regarding equal employment for all. We are committed to making a good faith effort to recruit a diverse workforce that reflects the racial, ethnic, and gender diversity of the Borough of Paramus.

Our policy of equal employment opportunity and anti-discrimination applies to all aspects of the application, on-boarding, hiring and employment relationship between the Borough of Paramus and its applicants and employees. This includes, but is not limited to:

- Recruitment/screening of candidates
- Employment
- Promotion
- Performance evaluations
- Transfer
- Training
- All working conditions including, but not limited to, scheduling of work assignments and work shifts
- Wages and salary administration
- Employee benefits and application of policies

The policies and principles of equal employment opportunity also apply to the selection and treatment of independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with the Borough of Paramus.

In furtherance of our commitment to provide equal employment to all applicants and employees, we have adopted a firm policy forbidding retaliation of any kind against any applicant or employee who reports a violation of this policy. Any employee who retaliates or attempts to retaliate against any individual lodging a complaint of a violation of this policy will be subject to disciplinary action up to and including termination. Any violations of this policy should be reported to the Borough Administrator.