

Borough of Edinboro
Resolution 14-2020
EQUAL EMPLOYMENT OPPORTUNITY POLICY

The Borough of Edinboro is committed to providing equal employment opportunity for all persons and to prohibiting discrimination because of race, color, sex, national origin, age, religion, marital status, disability, sexual orientation, gender identity, or any other protected status and/or conditions specified in Federal or Pennsylvania civil rights laws. In the event of a conflict between this policy and any such laws, the laws shall control.

The Borough of Edinboro equal opportunity process provides opportunities for staff advancement through internal posting of vacant positions. Borough of Edinboro's management will take lawful actions permitted to establish, implement and promote practices that will provide equal employment opportunity.


Employees who believe or suspect they have been denied an equal opportunity relative to their employment, or who perceive another employee has been so denied, or who believe that they or another employee have been subjected to retaliation for having raised such a concern are encouraged to promptly bring their belief or suspicion to the attention of their immediate supervisor or the Borough Manager.

The Manager or their representative will investigate all such complaints promptly to determine whether discrimination has occurred. The Borough Manager or their representative will supervise the process and report findings and recommendations to the governing body of Borough of Edinboro. In the event the Borough Manager is involved in the substance of the complaint, the Finance Director or the Personnel Committee of Council of the Borough or its designee will conduct the investigation of the complaint and make all decisions relating to the resolution of the complaint.

Any employee, supervisor, or manager who is found, after appropriate investigation, to have engaged in equal employment violations will be subject to disciplinary action, depending upon the circumstances, up to and including termination of employment.

NOW THEREFORE be it RESOLVED and INACTED this 14th day of September, 2020 by Council of the Borough of Edinboro, Erie County, Pennsylvania.

ATTEST:



Kevin Ople, Borough Manager



Aaron Gast, Mayor