

City of Mount Pleasant
Michigan

#4

POLICY ON CIVIL RIGHTS AND EMPLOYMENT PRACTICES

(Approved by the City Commission July 7, 1975)

BACKGROUND

Recently adopted Federal laws have increased the responsibility of local government to be certain that discriminatory practices are not included in public employment policies or practice. On March 24, 1972 the Equal Employment Opportunity Act of 1972 became effective and extended provisions of the Civil Rights Act of 1964 to State and local governments. These statutes were reinforced with the adoption of the Revenue Sharing Act of 1972 which extended the prohibitions against discrimination on the grounds of race, color, religion, national origin or sex by preventing the use of revenue sharing funds in programs in which such discrimination occurred.

The State of Michigan has also in Public Act 251 of 1955 as amended by Act 267 of 1972 prohibited discrimination in employment because of race, color, religion, national origin, sex, age or ancestry.

PROBLEM

The cultural history of this nation reveals a bias in favor of white citizens generally and in employment practices in favor of white males. Over many years this has resulted in decreased opportunities for citizens of minority groups and for women to participate equally with white males in the job market. Education, job qualifications, testing procedures, training, compensation and promotion practices have often worked in favor of white males to the employment disadvantage of others. The same factors which have influenced national trends have occurred in the City of Mount Pleasant.

PUBLIC POLICY

The City of Mount Pleasant reaffirms its goal to conduct its employment practices without regard for an individual's race, color, religion, national origin, sex, or age, and to take affirmative action to open opportunities to the employment disadvantaged.

DEFINITION

The term "employment disadvantaged" means persons of black, Oriental, or American Indian descent, persons with a Spanish surname, women, and persons with special obstacles in employment opportunity including but not limited to physically handicapped persons, those dependent upon welfare, and employable mentally handicapped.

INITIAL STEPS TOWARD IMPLEMENTING THE POLICY

1. Review and revise job titles, job descriptions, employment qualifications (by July 1, 1976) and testing and selection procedures to eliminate unnecessary barriers which reduce job opportunity for the employment disadvantaged (by July 1, 1977).

2. Provide supervisory personnel with training in employment rights of the employment disadvantaged and City responsibilities for job opportunity (by October 1, 1975).
3. Review and revise procedures for advertising job vacancies to insure that the employment disadvantaged have notice of job opportunities with the City (by September 1, 1975).
4. Evaluate current employment to determine where the employment disadvantaged are under-represented in comparison with the community's population (by September 1, 1975).
5. Review job compensation rates and benefits which are found to reflect discrimination because of the race, age, sex or other characteristic of the employee (by July 1, 1976) and revise (by January 1, 1977).
6. Encourage the job disadvantaged who are employees to prepare for promotion through City-sponsored or other training programs (continuous).
7. Review progress in completing these Initial Steps and prepare plan and timetable (by December 1, 1976) for fully implementing this public policy.

RESPONSIBILITY AND REPORTS

The City Manager shall be responsible for implementing this policy. He shall report at least semi-annually to the City Commission on progress made toward implementing the policy and shall recommend additional steps for inclusion in this policy statement.

WBB/je