



## **200 - EQUAL EMPLOYMENT OPPORTUNITY**

The City of Newport News provides equal employment opportunities for all employees and applicants for employment and prohibits discrimination and harassment of any form without regard to race, color, gender, gender identity, sexual orientation, religion, national origin, age, disability status, childbirth or related medical conditions including lactation, status as a veteran, or any other factors protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including but not limited to, employee relations, recruitment, testing, selection, compensation, promotion, transfer, demotion, layoff, termination, training, working conditions, and any other personnel action.

*Supersedes/Amends: Affirmative Action 201, 05/01/1993*

Approved:

*Cynthia D Rohlf*

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City Manager