



**Municipality of Anchorage**  
Mayor Suzanne LaFrance

Office of the Mayor

Municipality of Anchorage

Suzanne LaFrance, Mayor

## THE MUNICIPALITY OF ANCHORAGE EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Municipality of Anchorage (MOA) proudly serves one of the most diverse communities in the United States. We are dedicated to ensuring that we welcome the rich diversity of our region by implementing discrimination-free employment practices.

The MOA is dedicated to upholding its Equal Employment Opportunity (EEO) responsibilities. We adhere to a policy of merit-based hiring and promotion. MOA's EEO policy affects all employment practices, including recruitment, selection, promotion, termination, transfer, layoff, compensation, training, benefits and other terms and conditions of employment. The MOA strives to ensure its employment practices and procedures are fair, ensuring that no qualified individual is unfairly excluded from municipal positions, training, or career development opportunities based on factors unrelated to their merit, ability, or job performance.

These protections extend to all management practices and decisions, including recruitment and hiring, appraisal systems, promotions, training, and career development programs. Consistent with these obligations, the Municipality also provides reasonable accommodations to employees and applicants with disabilities; known limitations related to pregnancy, childbirth, or related medical conditions; and for sincerely held religious beliefs, observances, and practices. In administrative decisions related to personnel actions, policies and procedures shall be made based on an individual's capacity to perform essential job functions and the feasibility of any necessary accommodations.

All MOA employees are obligated to comply with the MOA's Policy/Procedures. All MOA Directors and supervisors have a responsibility to help ensure that the MOA policies are effectively implemented and that EEO matters within their respective area(s) of responsibility are promptly and appropriately addressed. All municipal employees are encouraged to immediately report harassment or discrimination to supervisors or the Director of Human Resources when they have experienced or witnessed any instance of harassment or discrimination. All MOA Department Directors and supervisors maintain an open-door policy. The MOA is dedicated to establishing a workplace characterized by fairness, dignity, and respect for every MOA employee and customer. I seek your support as we collaborate to cultivate an environment at MOA that is free from discrimination and harassment for all employees. It is crucial that everyone feels safe, secure, and empowered.

Mayor Suzanne LaFrance

Date