

A. Equal opportunity, diversity, equity, affirmative action and inclusion^[S1]. It shall be the policy of the City to maintain a Classified Service; specifically, a merit-based system that will assure recruitment of the best available persons to appointment to vacant positions, continue training and evaluation of employees and bargain fully with the collective bargaining representatives of employees. Moreover, the City is required to provide equal opportunity to all qualified applicants ~~and to all employees~~ with respect to initial employment and equal opportunity to all employees with respect to, advancement and general working conditions regardless of whether any persons are members of, ~~without respect to any persons who are members~~ of a “protected class” as recognized and defined by the discrimination and civil rights laws of the United States and/or State of Connecticut now existing, or as amended in the ~~future~~^[S2] and regardless of whether any persons has been arrested for or convicted of a crime who face barriers to reentry due to impacts of the justice system (“justice-impacted individuals”). Moreover, no officer or employee of the City, shall be appointed, discharged, reduced in rank or pay, removed, or in any way favored or discriminated against, because of their status in any “protected class,” nor will any person be rejected from City employment due to his or her status as a “justice-impacted individuals” unless said prior record is in conflict with the necessary duties and responsibilities required by the sought after position or unless the law so requires as set forth herein. and in accordance with the application of Law. The City shall delineate the “protected classes” and “justice impacted individuals” by Ordinance, from time to time, as necessary.

- 1. The Plan.** City administrators responsible for equal opportunity and diversity management and human resources, in consultation with the Affirmative Action Monitoring Committee or a successor entity, shall regularly develop and maintain a comprehensive and systematic diversity, equity, affirmative action and inclusion plan which will assure equal opportunity and a fair chance in recruitment, selection and retention, job structure, promotion policies, training to improve job performance and upward mobility, including any related procedures and practices, including performance appraisals and employee review in accordance with best practices in the human resource management.
- 2. Approval of the Plan.** Said plan shall be reviewed by the Mayor submitted to the Common Council and be deemed effective upon approval by said Council.
- 3. Exception.** The sole exception to these protections is that officers or employees who by the terms of the Charter serve at the pleasure of the Mayor are subject to employment decisions based on their political opinion or affiliation.

¹ New provision (2021).