

**POLICIES & PROCEDURES
EQUAL EMPLOYMENT OPPORTUNITY STATEMENT**

The City of Beaumont is an equal opportunity employer. The City of Beaumont provides equal employment opportunities (EEO) to all persons regardless of age, color, national origin, citizenship status, physical or mental disability, race, religion, creed, gender, sex, sexual orientation, gender identity and/or expression, genetic information, marital status, status with regard to public assistance, veteran status or any other characteristic protected by federal, state or local law. The City recognizes that it has a special responsibility to adhere not only to the letter of the law, but to its spirit while assuring that the workforce has fair representation from all segments of the local population. Therefore, the City is committed to ensuring equality of employment opportunities to all applicants, employees and citizens of the City.