

POLICY NAME ANTI-DISCRIMINATION POLICY

POLICY NUMBER 2.1.1

CATEGORIES

DATE PROPOSED: 8/10/18

DATE OF VOTE: 8/22/18

ACCEPT (Y/N): Y

The Municipal Ice Complex (MIC) is an equal opportunity employer. The MIC will take all necessary action to eliminate equal opportunity barriers and to prohibit employment discrimination and/or preferred treatment on the bases of race, creed, color, national origin, sex, sexual orientation, gender identity, political or religious affiliation, or any other protected class (except where age or physical requirements constitute a bona fide occupational qualification necessary for proper and efficient functioning in the job). Equal employment opportunity, free of discriminatory practices, shall be enforced in all facets of employment including, but not limited to advertisements for employment, recruitment, compensation, termination, promotions, or any other conditions of employment. This anti-discrimination policy extends to MIC patrons as well so that all users are protected from any discrimination based on any of the above listed characteristics.

Furthermore, it is the policy of the MIC to comply with the Americans with Disabilities Act (ADA) and the Americans with Disabilities Act Amendments Act (ADAAA). The facility will not discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training or other terms, conditions and privileges of employment. (See also Policy #2.1.3 - ADA/ADAAA Compliance.)

In the case of transgender employees and/or patrons specifically, the following policies apply:

1. The MIC will change employee/patron records to reflect a change in name or gender upon request from the individual involved. Certain types of records, such as payroll, may require a legal name change before MIC records can be changed, however
2. All employees/patrons shall have access to the restroom corresponding to the gender identity noted in their personnel record or patron account.
3. All employees/patrons shall have the right to use the locker room that corresponds to their gender identity noted in their personnel record or patron account.