

City Personnel's Diversity & Inclusion Policy

At City Personnel, we strive for a diverse and inclusive workplace where everyone feels valued and respected no matter their gender, race, religion, ethnicity, national origin, sexual orientation or identity, age, and education or disability. We are committed to following this mission and creating equal opportunities for employment and advancement in all fields.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Our mission is to be the leader in diversity and inclusion policies for the entire staffing industry. We continue to improve our diversity and inclusion policy to strengthen our industry from any bias. We hold all our employees to the highest standards regarding diversity and inclusion of all individuals.

City Personnel strives to:

- See diversity and inclusion as connected to our mission to ensure our staff and candidates are in an environment that promotes equality for all.
- Continuously update our policy and hold everyone to the highest standards when it includes diversity and inclusion.
- Suspend anything or anyone that interferes with inclusiveness.
- Support new diversity and inclusive policies changes to keep our mission for equality a priority
- Look into any accusations of individuals not following our policy and hold them accountable

City Personnel stands by the following actions to help promote diversity and inclusion in our workplace:

- Continue to maintain equality throughout our organization by developing meaningful and productive learning opportunities and structured policies;
- Establish a program to be more bias-conscious during the recruiting, advancement, or evaluation process;
- Continuously train employees on equality of all when it comes to the hiring, promoting, and evaluation phases;
- Full disclosure of pay range with all candidates;
- Contest policies that create injustice, oppression, and disparity;
- Express importance to recruiters to not base candidate's potential on anything other than qualifications for the position, including, but not limited to, age, gender, and social media.