


CITY COMMISSION POLICY

 <p>GRAND RAPIDS MICHIGAN</p>	NUMBER: 100-04	HISTORY	
	DATE: July 18, 1996	FILE #	DATE
	FILE NUMBER: 62261	85077	10/27/15
	DEPARTMENT: EXECUTIVE		

SUBJECT: FAIR AND EQUITABLE CITY SERVICE DELIVERY

PURPOSE: To clarify and reiterate the City’s Policy of fair and equitable service to the people of the City and its condemnation of racism and other forms of invidious discrimination.

POLICY:

There is no room for racism in Grand Rapids City government – be it in the Police Department or elsewhere. There is also no room for any sort of invidious discrimination in the provision of any City service or for any action or inaction by the City or its employees that results in an abridgment of civil or constitutional rights.

The City Commission hereby affirms its long-standing support of fair, lawful and non-discriminatory service to the people of the City regardless of which City department delivers the service. The City Commission also reaffirms its position that public services provided by the City must be provided without unlawful discrimination based upon race, color, creed, religion, national origin, ancestry, age, gender, marital status, family status, disability, height, weight, sexual orientation or gender identity.

The City Commission hereby establishes it as the policy of the City that all employees treat people in as courteous and tactful a manner as is possible and that no employee engage in invidiously discriminatory conduct based on race or other personal characteristics. All employees are to be educated as to their clear obligation to respect and protect the civil and constitutional rights of the people with whom they come into contact.

The City Manager is hereby encouraged and directed to enlarge the diversity and other educational efforts that have been initiated so that all City employees will be appropriately educated and equipped to deal with all the members of the City’s diverse society.