

Policy Number and Title:	100.03 Commitment to Inclusion
Policy Section and Chapter:	Human Resources
Policy Type:	Policy with Admin. Procedures
Last Revision Date:	xx/xx/2023

POLICY STATEMENT

The City of Denton is committed to fostering, cultivating, and preserving a culture of diversity, equity, inclusion, and belonging. All City employees have an opportunity to participate and contribute to the success of the city and create an environment where individuals and groups are valued, respected, and supported. This commitment is embodied in City policy and in the way we conduct business.

ADMINISTRATIVE PROCEDURES

Human capital is the most valuable asset of the City. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that City of Denton employees invest in their work represents a significant part of not only our culture, but our reputation and achievements as an organization.

The City values the differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make the City of Denton employees unique.

All employees of the City of Denton commit to contributing to an inclusive environment by:

- Acknowledging life experiences that make individuals unique;
- Encouraging all employees to use their unique perspectives to help advance our vision;
- Requiring fair treatment, accessibility, and opportunity for advancement for all employees;
- Expecting our workplace to be an inclusive environment built on mutual trust, respect, and dignity;
- Incorporating diversity, equity, inclusion, and belonging in our daily work; and
- Committing to building a workplace where all employees feel safe bringing their authentic selves to work.

To strengthen the City's ability to collectively create an inclusive environment, employees are also encouraged to attend available diversity awareness trainings.

Employees who believe they have been subjected to any kind of discrimination should immediately report the facts of the incident(s) to their supervisor and Human Resources per the City of Denton Harassment Prevention Policy No. 108.10. Any employee found to have exhibited

any inappropriate or harassing conduct or behavior against others may be subject to disciplinary action as outlined in the City of Denton Harassment Prevention Policy No. 108.10.

The City of Denton is an Equal Opportunity Employer (see City Policy 100.01 Equal Employment Opportunity Policy). The City of Denton provides equal access to all City sponsored services, programs, and activities for citizens and employees with disabilities as provided by the American with Disabilities Act (see City Policy 100.02 Americans with Disabilities Act Policy).

REFERENCES

- City Policy 100.01, Equal Employment Opportunity Policy
- City Policy 100.02, Americans with Disabilities Act Policy
- City Policy 108.10, Harassment Prevention Policy

REVISION HISTORY

Revision Date	Policy Owner	Summary
xx/xx/2023	R. Trantham (HR)	• Initial Policy Adoption • Policy Statement Adopted by City Council on xx/xx/xxxx