

EXECUTIVE ORDER NO. 01, 2019

AN ORDER OF THE EXECUTIVE OF THE CITY OF TERRE HAUTE, INDIANA DECLARING THE CITY'S COMMITMENT TO EQUAL OPPORTUNITY FOR ALL

MAYOR DUKE A. BENNETT, Mayor of the City of Terre Haute, Vigo County, Indiana hereby declares the City of Terre Haute, Indiana is dedicated to providing equal employment opportunities to all, regardless of an individual's race, creed, color, age, religion, gender, gender identity, marital/familial status, status with regard to public assistance, national origin, physical or mental disability, veteran status, sexual orientation, or any other category protected under local, state or federal law.

WHEREAS, the City of Terre Haute derives strength from the diversity of its population and from its commitment to equal opportunity for all; and

WHEREAS, we are at our best when we draw on the talents of all parts of our society, and our greatest accomplishments are achieved when diverse perspectives are brought to bear to overcome our greatest challenges; and,

WHEREAS, a commitment to equal opportunity, diversity, and inclusion is critical for the City of Terre Haute as an employer; and

WHEREAS, as one of Terre Haute's largest employers, the City has an obligation to continue to lead by example and set the bar with regard to its hiring practices; and

WHEREAS, attaining a diverse, qualified workforce is essential to our ability perform our duties effectively while retaining the trust of the community of which we are its foundation; and

WHEREAS, a desire to create and retain diversity in the workplace must go beyond traditional practices of a mere refusal to reject a candidate on his or her outward appearance; and

WHEREAS, effective policies must ensure that diverse classes, including those that may not be readily identifiable, are equally protected and represented in our workforce.

NOW, THEREFORE, by the virtue of the authority vested in me as the Mayor of the City of Terre Haute, Indiana, it is hereby decreed as follows:

1. The City hereby affirms it will continue to promote diversity and equality in its workforce by refusing to discriminate against any individual based upon his or her race, creed, color, age, religion, gender, gender identity, marital/familial status, status

with regard to public assistance, national origin, physical or mental disability, veteran status, sexual orientation, or any other category protected under local, state or federal law.

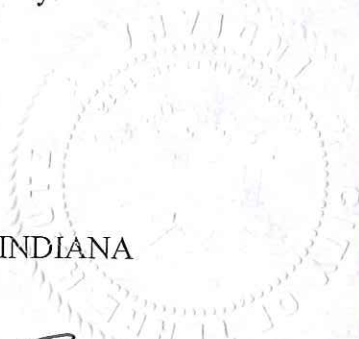
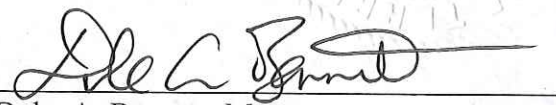
2. The City of Terre Haute hereby challenges our local employers to mirror its standards of diversity in the workplace, by utilizing a diverse workforce which our community has available. As a result, we will attract future generations of business leaders with likeminded goals and, in doing so, our community will continue to prosper.

3. In conjunction with this proclamation, I am also ordering those individuals and departments within the City government charged with overseeing workforce development to emphasize this message. In addition, the City will continue to monitor its achievement by maintaining records related to its hiring practices to the extent authorized by law. This information will be used to ensure we are taking all steps necessary to have a workforce which is a direct representation of our community.

4. Finally, I want to commend the Human Relations Director and its Commission for their work in promoting diversity in and around the City of Terre Haute. These individuals create an environment in which we can discuss openly the challenges we face as a community as well as offering protection and defense for offenses related to discrimination. I will continue to encourage any member of our community that has been the victim of discrimination to reach out to our Human Relations Commission/Director for assistance and anyone that is interested in employment with the City of Terre Haute is encouraged to reach out the Human Resources Department for available opportunities that have and will remain open to everyone in our great community.

Date: May 23rd, 2019

THE CITY OF
TERRE HAUTE, INDIANA



Duke A. Bennett, Mayor
City of Terre Haute, Indiana