

CIVIL SERVICE MERIT BOARD RULES – CITY OF KNOXVILLE

Article 3 – Equal Employment/Affirmative Action Plan

SECTION 301. It is the policy of the City of Knoxville to provide equal opportunity in employment to all employees and applicants for employment. No person will be discriminated against in employment because of race, religion, color, sex, age, national origin, disability, or military status.

SECTION 302. The City shall establish, implement, and maintain an Affirmative Action Plan which shall have the ultimate goal of making available all levels of employment within the City government structure to all persons who can perform the required duties regardless of age, race, religion, creed, national origin, sex, or for qualified persons with disabilities, or any other legally protected status. The goal of the Affirmative Action Plan is not to bias the process in favor of any group. It is to eliminate city procedures that may work against people who have background or other characteristics different from the majority. This plan shall be consistent with Section 1003 (f) (11) of the City Charter, which states that the Board has the power and duty to “develop a program to provide for equal employment opportunities to all employees and applicants for employment with regard to all aspects of employment.” Copies of the Affirmative Action Plan shall be made available upon request to all City employees. Section 1003 (f) (8) gives to the Board the power and duty to “hear allegations of any persons on matters of discrimination in hiring, transfer or promotion...”.

SECTION 303. No applicant seeking admission to the civil service eligibility register of the City or who is on the civil service eligibility register of the City shall be discriminated against or favored in any way because of race, national origin, disability, or sex; or because of political or religious opinions; provided however, that no member of a political party advocating overthrow of the Government of the United States by force shall be permitted to take an examination or be placed on the civil service eligibility register of the City of Knoxville.
