


Denver Regional Council of Governments

To: All Employees and Applicants
From: Jennifer Schaufele, Executive Director 
Date: 4/15/2014
Re: Policy on Equal Employment Opportunity

It is the ongoing policy and practice of Denver Regional Council of Governments (DRCOG) to provide equal opportunity in employment to all employees and applicants. No person shall be discriminated against in any condition of employment because of race, color, national origin, sex religion, age, genetic information, disability, veteran status or any other status protected by applicable law.

The policy of equal employment opportunity (EEO) shall apply to all terms, conditions, and privileges of employment, including hiring, probation, testing, training and development, promotion, transfer, compensation, benefits education assistance, termination, layoffs, social and recreational programs, and retirement. DRCOG is committed to making employment decisions based on valid requirements, without regard to race, color, national origin, sex, religion, age, genetic information, disability, veteran status or any other status protected by applicable law. DRCOG will analyze its personnel actions rigorously to ensure compliance with this policy.

DRCOG's EEO Coordinator is Polly McNeil, HR Manager, at 1290 Broadway, Suite 700, Denver, CO 80203, phone (303) 455-1000. She is responsible for compliance with state and federal EEO laws and affirmative action regulations. She is also responsible for implementing DRCOG's Affirmative Action Plan (AAP), including equal opportunity practices, monitoring, and internal reporting. If you believe you have not been treated in accordance with this policy, please contact the EEO Coordinator. Our AAP for Veterans and the Disabled is available to you in the Human Resources office during office hours or by appointment. All employees and applicants for employment are protected, by both company policy and equal employment opportunity/affirmative action regulations and law, from coercion, intimidation, interference, or discrimination for filing a complaint or assisting in an investigation.

I personally endorse the policy of the equal employment opportunity. I ask your continued assistance and support in maintaining an environment that reflects DRCOG's commitment to equal and affirmative action. All personnel with responsibility for employment and personnel decision are directed to perform their duties in accordance with this policy.