



# Town of Kitty Hawk

## Town of Kitty Hawk

### Article IV Recruitment & Employment

#### Section 1. Statement of Equal Opportunity Policy

#### Section 2. Implementation of Equal Employment Opportunity Policy

**APRIL 1, 2024**

It is the policy of the Town of Kitty Hawk to ensure that no person shall, on the ground of race, color, national origin, limited English Proficiency, income level, sex, sexual orientation, gender identity, age, or disability, be excluded from participation in, be denied the benefit of, or be otherwise subjected to discrimination under any Town of Kitty Hawk program or activity, including, where applicable, religion, as provided by Title VI of the Civil Rights Act of 1964 and other pertinent nondiscrimination authorities.

The following practices are hereby prohibited throughout the Town of Kitty Hawk to comply, at a minimum, with Title VI and related requirements:

- Denying to an individual any standard service, financial aid, or other program benefit without good cause;
- Providing any service, financial aid, or other benefit to a person which is distinct in quantity or quality, or is provided in a different manner, from that provided of other under the program;
- Subjecting a person to segregation or separate treatment in any part of the program;
- Methods of administration which, directly or through contractual relationships, would defeat or substantially impair the accomplishment of effective nondiscrimination;
- Different standards, criteria, or other requirements for admission, enrollment, or participation in planning, advisory, contractual or other integral activities;
- Acts of intimidation or retaliation, including threatening, coercing, or discrimination against any individual for the purpose of interfering with any right or privilege secured by any pertinent nondiscrimination law, or because she/he/they made a complaint, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing;
- Discrimination in any employment resulting from a program, a primary objective of which is to provide employment.

Adopted this 1st day of April, 2024.



*D. Craig Garriss*

D. Craig Garriss, Mayor