

POL.P.01.01 - Equal Employment Opportunity Policy

Employment at the Park District of Oak Park is based on experience and qualifications without regard to race, color, religion, sex, pregnancy, sexual orientation (actual or perceived), national origin, citizenship status, ancestry, age, marital or civil union status, physical or mental disability, veteran or military status, or any other category protected by local, county, Illinois, or federal law (“legally protected characteristics”).

In accordance with federal, State of Illinois, and local laws, it is the policy of the Park District to provide equal employment opportunities to all qualified persons. All of the Park District’s personnel policies, procedures, and decisions pertaining to hire, promotion, transfer, layoff, rates of pay, discipline, termination, and other terms and conditions of employment are made and executed without regard to legally protected characteristics.

Any employee with questions or concerns about any type of discrimination in the workplace is encouraged to bring these issues to the attention of Human Resources or the Executive Director. Employees can raise concerns and make reports without fear of reprisal. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.