



City of Arts & Innovation

Human Resources Board

TO: HUMAN RESOURCES BOARD

FROM: HUMAN RESOURCES DEPARTMENT

SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY POLICY

DATE: February 2, 2026

ISSUE:

Approve revisions to the Equal Employment Opportunity Policy (I-16).

RECOMMENDATION:

That the Human Resources Board approve revisions to the Equal Employment Opportunity Policy (I-16).

BACKGROUND:

The Equal Employment Opportunity Policy (I-16) was last revised in November 2011. As part of the Human Resources Department's practice of regularly reviewing and updating policies and procedures, this policy was reviewed and refined.

DISCUSSION

The Equal Employment Opportunity Policy (I-16) has been updated to ensure continued compliance with applicable federal, state, and local law, to maintain a workplace that is free from harassment, discrimination, and retaliation.

Key revisions include clarifications that as an equal opportunity employer, the City of Riverside will make decisions on the basis of merit, and will not unlawfully discriminate against qualified applicants or employees with respect to any terms or conditions of employment based protected characteristics, such as race, color, national origin, etc. Additionally, experience/education was added as a merit system principle when ensuring equal opportunity for qualified persons.

The policy was amended to include pregnancy, childbirth, related medical conditions, and breastfeeding when defining sex as a protected characteristic.

The policy was amended to include religious dress and grooming practices when defining religion as a protected characteristic.

Lastly, the policy now includes a Reasonable Accommodations section to include that City will provide reasonable accommodation to otherwise qualified employees or applicants with known physical and/or mental disabilities, unless it would create an undue hardship to the City.

FISCAL IMPACT:

There is no fiscal impact associated with this report.

Prepared by: Adriana Parga, Employee Relations Officer

Attachments:

Equal Employment Opportunity Policy (I-16)