



Virginia Beach Department of Emergency Medical Services



GENERAL DEPARTMENT ADMINISTRATION

EQUAL OPPORTUNITY POLICY

PURPOSE: The purpose of this policy is to affirm the Department's position as it applies to the Federal, Commonwealth, and municipal equal opportunity laws and policies.

APPLICABILITY: This policy shall apply to all members of the Department of Emergency Medical Services.

POLICY STATEMENT:

1. It is hereby reaffirmed that it shall be a policy of the Department of Emergency Medical Services, applicable to all Volunteer Rescue Squads, to maintain and promote equal opportunity for all members thereof, as well as applicants and trainees in accordance with the published policies of the City of Virginia Beach and relevant Commonwealth and Federal law. No officer, supervisor, administrator, instructor or other individual in authority within the Department of Emergency Medical Services shall discriminate in any phase of service on the basis of race, color, national origin, sex, age, religion or disability which does not actually disqualify the individual for the position held or sought.
2. This policy shall be applicable to all aspects of volunteer or career service in which discrimination can exist, including, but not limited to, recruitment, advertising for volunteers, training, certification, position or shift assignments, transfers and terminations.
3. An individual who believes that he or she has experienced discrimination in violation of this policy may bring his or her concern to any member in the chain of command, including directly to the Emergency Medical Services Chief or they may utilize of the City of Virginia Beach EEO Complaint Procedure outlined in Virginia Beach Human Resources Policy 6.06 (Equal Employment Opportunity Policy and Complaint Procedure).

The EMS Chief or his designee may hold in abeyance any rejection of application, reassignment or termination while such a complaint is being investigated, and may cause any adverse action to be set aside and order appropriate remedial action if it is determined that a breach of the Equal Opportunity Policy has occurred.

ORDERED:



1/3/2017

EMS Chief

Date