

# CITY OF LAKE ELSINORE, CALIFORNIA

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## COUNCIL POLICY MANUAL

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**SUBJECT: Anti-Discrimination Policy**

**Policy No. 100-3**

**Effective Date: 10/14/86**

**Revised: 9/12/06**

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### **BACKGROUND**

No discrimination in any form shall be tolerated in the civic affairs of the City of Lake Elsinore. State and federal laws guarantee equal protection of the law to all citizens.

### **PURPOSE**

To prohibit discrimination by any elected official, officer, appointee or employee of the City of Lake Elsinore in the course of their duties in such capacity.

### **POLICY**

All elected officials, officers, appointees and employees of the City of Lake Elsinore shall, in the course of their duties in such capacity, refrain from discrimination against and treat equally all persons without regard to race, color, religion, ancestry, national origin, sex, age, sexual orientation, pregnancy, childbirth or related medical condition, medical condition or physical or mental disability, and in compliance with Title VII of the Civil Rights Act of 1964, 42 U.S.C. § 2000, *et seq.*, the Federal Equal Pay Act of 1963, 29 U.S.C. § 206(d), the Age Discrimination in Employment Act of 1967, 29 U.S.C. § 621, *et seq.*, the Immigration Reform and Control Act of 1986, 8 U.S.C. § 1324b, *et seq.*, 42 U.S.C. § 1981, the California Fair Employment and Housing Act, Government Code § 12900, *et seq.*, the California Equal Pay Law, Labor Code § 1197.5, Government Code § 11135, the Americans with Disabilities Act, 42 U.S.C. § 12101, *et seq.*, and all other applicable anti discrimination laws and regulations of the United States and the State of California as they now exist or may hereafter be amended.

### **HISTORY**

Adopted by Resolution No. 86-67

10/14/86

Amended by Resolution No. 2006-152

9/12/06