

ORDINANCE NUMBER: 2020-16

**AN ORDINANCE ADOPTING A DIVERSITY, EQUITY AND INCLUSION POLICY
FOR THE VILLAGE OF WINNEBAGO**

WHEREAS, the Village of Winnebago is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion; and

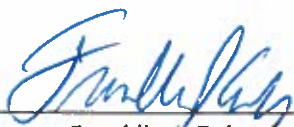
WHEREAS, the adoption of this policy shall serve as a call to action for the employees of the Village of Winnebago to participate in practices within their assigned duties that identify historic inequities, include consideration of the entire community in the exploration of collaborative solutions, develop specific actions to remedy those inequities, and follow through and evaluate those actions for the continued improvement of the lives of all of the residents; and

WHEREAS, should any section or provision of this Ordinance or the adopted Diversity, Equity and Inclusion Policy be declared to be invalid, that decision shall not affect the validity of this Ordinance or adopted Diversity, Equity and Inclusion Policy as a whole or any part thereof, other than the part so declared to be invalid;

NOW, THEREFORE, be it ordained by the corporate authorities of the Village of Winnebago the following:


Section 1. The Diversity, Equity and Inclusion Policy, included as Exhibit A to this Ordinance, is hereby adopted.

Section 2. This Ordinance shall be in full force and effect on December 14, 2020.



Franklin J. Eubank, Jr.,
Village President

ATTEST:



Village Clerk

PASSED: 12-14-2020, _____.

APPROVED: 12-14-2020, _____.

PUBLISHED IN
PAMPHLET FORM: _____, _____.

IML MODEL

DIVERSITY, EQUITY AND INCLUSION POLICY

I. Statement of Policy

The Village of Winnebago is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and community's achievements as well.

We embrace and encourage our employees' differences in age, color, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and all other characteristics that make our employees unique.

The Village of Winnebago diversity initiatives are applicable, but not limited, to our practices and policies on: recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and, the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- respectful communication and cooperation between all employees;
- teamwork and employee participation, permitting the representation of all groups and employee perspectives; and,
- employer and employee contributions to the community we serve to promote a greater understanding and respect for diversity.

II. Standards on Diversity, Equity and Inclusion for Employees

All employees of the Village of Winnebago have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other Village-sponsored and participative events. All employees are also required to complete diversity awareness training to enhance their knowledge to fulfill this responsibility.

III. Consequences of Violation of the Policy on Diversity, Equity and Inclusion

Any employee found to have exhibited any inappropriate conduct or behavior against others such that violates this policy may be subject to disciplinary action.

IV. Reporting Violations of the Diversity, Equity and Inclusion Policy

Employees who believe they have been subjected to any kind of discrimination that conflicts with this Policy or its supported initiatives should seek assistance from a supervisor or a human resources representative, in accordance with personnel guidelines or the employee handbook.