

CITY OF FOSTER CITY/ESTERO MUNICIPAL IMPROVEMENT DISTRICT  
EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the continuing policy of the City of Foster City to recruit, hire and promote individuals in all job classifications without regard to race, color religion, national origin, sex, sexual preference, or age, except where sex or age is a bona fide occupational qualification. All applicable State and Federal Laws prohibiting discrimination shall be strictly enforced. There shall be no discrimination against any handicapped person solely because of such handicap, unless that handicap prevents the person from meeting the minimum standards established for the position, even with reasonable accommodation. This policy extends to personnel actions involving transfers, demotions, compensation and benefits, participation in City sponsored training, education, social and recreational programs, layoff, recall and termination of employment.

I have designated the Assistant City Manager/Administrative Services Director to serve as the City's Director of Equal Opportunity Programs. The responsibilities in this important role include ongoing improvement of EEO programs and the associated reporting system.

James C. Hardy  
City/District Manager