

ORDINANCE NO. O-6-2019

AN ORDINANCE AMENDING ORDINANCE NO. O-12-2016, KNOWN AS THE “PERSONNEL POLICIES AND PROCEDURES MANUAL,” ADOPTED ON DECEMBER 19, 2016, BY ADDING THE KENTUCKY PREGNANT WORKERS ACT (KPWA) LANGUAGE TO THE PERSONNEL POLICIES AND PROCEDURES MANUAL.

NOW, THEREFORE BE IT ORDAINED BY THE CITY OF FORT THOMAS, CAMPBELL COUNTY, KENTUCKY:

SECTION I

There shall be added to **SECTION I. GENERAL PROVISIONS, EQUAL EMPLOYMENT PRACTICE** the following provisions:

SECTION I. GENERAL PROVISIONS

EQUAL EMPLOYMENT PRACTICE

The City seeks to provide equal opportunity to all of its employees and applicants for employment and to prohibit discrimination based on race, color, religion, sex, national origin, political affiliation, physical ability, age, pregnancy, childbirth, pregnancy/childbirth related medical conditions, or marital status. The City promotes equal opportunity in matters of hiring, promotion, transfer, compensation, benefits and all other terms, privileges and conditions of employment, compliant with Affirmative Action policies.

SECTION II

There shall be added to **SECTION IX. RULES OF EMPLOYEE CONDUCT, HARASSMENT IN THE WORKPLACE** the following provisions:

SECTION IX. RULES OF EMPLOYEE CONDUCT

HARASSMENT IN THE WORKPLACE

2. Any conduct that is intimidating or hostile and interferes with an employee’s work performance is prohibited and will not be tolerated. This includes harassment because of an individual’s race, religion, color, national origin, sex, sexual orientation, gender identity or expression, pregnancy, childbirth, pregnancy/child birth related medical conditions, genetic makeup, age, disability, veteran or family status, or because the employee is a smoker or nonsmoker.

SECTION III

All ordinances, resolutions or parts thereof, in conflict with the provisions of this ordinance, are to the extent of such conflict, hereby repealed.

SECTION IV

This Ordinance shall be in effect when read, passed and published according to law.

APPROVED:

Eric Haas, Mayor

1st Reading: June 3, 2019

Adopted: June 17, 2019

Publication: June 27, 2019

ATTEST:

Melissa Beckett, City Clerk