

## **Policy Statement**

It is the policy of the City of Shreveport Police Department to assure equal employment opportunity to its employees and applicants for employment on the basis of fitness and merit without regard to race, color, religion, national origin, disability, sex or age.

The City of Shreveport Police Department will follow this policy in recruitment, hiring, promotion into all classifications (except where specifically directed by State Civil Service Law to consider seniority), compensation, benefits, transfers, assignments, tours of duty, shifts, layoffs, returns from layoff, demotions, terminations, and training. It is not the intention of this policy to permit or require the lowering of bonafide job requirements of qualification standards to give preference to any employee of applicant for employment. However, we will take positive affirmative measures in accordance with the prevailing Federal and State laws to recruit minorities, females, and persons with disabilities to all levels within the department.

Any employee of the City of Shreveport Police Department who fails to comply with this policy is subject to appropriate disciplinary action.

Anyone wishing to obtain a copy of the EEOP may do so by contacting the Human Resources Bureau or by calling 318-673-7152.