**Chapter 16**

**HUMAN RIGHTS**

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*(Revised 02/09)*

**Chapter 16**

**HUMAN RIGHTS**

**Sec. 16-1. Statement of purpose - Equal opportunity for the handicapped.**

In order for the City of Potosi to assure that all programs it undertakes are established in a manner which assures that all residents of the City of Potosi have an equal opportunity to participate or utilize such programs regardless of their handicapped status, the following procedure is adopted for the processing of alleged complaints of discrimination on the basis of handicapped status. (Ord. 580, §1)

**Sec. 16-2. Filing of complaints for discrimination of the handicapped.**

Any person who believes that they have been discriminated against because of handicapped status shall have the right to file a written complaint of said discrimination with the city clerk of Potosi. (Ord. 580, §2)

**Sec. 16-3. Grievance procedure for complaints of discrimination on the basis**

 **of handicapped status.**

 (a) The city clerk shall within ten (10) days of the receipt of the alleged complaint cause a meeting to occur with the complainant to determine all details of the incident. The complainant may request that any witnesses to the alleged incident be present to offer collaboration to the complaint.

 (b) The city clerk shall make a written record of all information given at this meeting and shall provide said record to the city council at its next regularly scheduled meeting.

 (c) At its next regular meeting the city council shall review the record prepared and submitted by the city clerk, and shall make a determination as to the validity of the complaint.

 (d) If it is then determined that the complaint is valid the city council shall make adjustments to the program or service to assure that the discriminatory policy is discontinued. (Ord. 580, §3)

**Sec. 16-4. Employment by city in accordance with affirmative action plan.**

The City of Potosi will not discriminate in the hiring, promotion, disciplining or removal of any city employee on the basis of handicapped status. The City of Potosi has adopted an affirmative action plan, copies of which shall be available for public inspection at city hall during regular working hours. (Ord. 580, §4)

(Revised 02/09)

**Sec. 16-5. Policy of the City to hire only lawful residents of the United States of America –**

 **Contracts to require contractors to employ only lawful residents of the United**

 **States of America on City projects and contracts.**

 (a) Pursuant to state statute, it is the policy of the City of Potosi, Missouri, that all City employee’s shall be lawful residents of the United States of America. Any employee found to not be a lawful resident shall be terminated. All employees of the City are required to notify the City of the resident status of any person receiving any City provided benefits through their employment.

 (b) Pursuant to state statute, it is the policy of the City of Potosi, Missouri, that all persons and businesses which contract to provide services, material, labor or other items of value, or engage in any construction project for the City or to the City, shall comply with all the provisions of House Bill 1549 of 2008, and that a notice of such requirement shall be part of all contracts bid after January 1, 2009. All contractors shall be required to certify in writing, by affidavit under penalty of perjury, that it is not now, and will not in the future be, in violation of Section 285.530 RSMo. 2008.

 (c) Pursuant to state statute, it shall be the policy of all employees and departments of the City to cooperate with the State and Federal agencies concerning person in the United States illegally.

 (d) Pursuant to state statute, it shall be the policy of the City of Potosi, Missouri, that no public benefits, except those expressly delineated as excepted in the provisions contained in House Bill 1459 of 2008, shall be provided to any person who is not legally in the United States of America.

 (e) However, nothing in this Section shall be construed to permit or encourage discrimination against any person on the basis of race, religion, ethnicity, or national origin. Mere enforcement of the provisions of House Bill 1459 of 2008 to verify legal residence of any person shall not be construed to be discrimination. (Ord. 990, §1)

**Secs. 16-6 to 16-9. Reserved.**

 (Revised 02/09)