



Director Approval - Original Approval Date: _____
Update Approval Date: _____
Signature: _____

Date: 6/30/2018 Updated: 06/30/2022 Date To Be Reviewed: Three Years – 6/30/2025

Title of Document: 4.1.3.A LOPR_Parks & Recreation Equal Opportunity and Diversity

Background:

The City of Lake Oswego Parks & Recreation Department (LOPR) is committed to maintaining a workforce that is respectful of people’s unique backgrounds, interests and cultures that reflect the community. The Department’s greatest asset and strength is in its people, a group of outstanding and committed individuals, and our people are our greatest resource.

We strive to create a diverse and inclusive culture where the thoughts and ideas of all LOPR employees are valued, appreciated and respected. LOPR is guided by City Council goals, HR Personnel Policies *1-2 Equal Employment* and *1-3 Anti-Harassment and Non-Discrimination*, and the recommendations of the City’s DEI task force established in 2019,

4.1.3.A LOPR_Diversity, Equity and Inclusion (DEI) Statements and our actions are aligned with *1.4.A LOPR_Values Statements* which outlines how employees express our most important ideals and contribute to a positive, productive and respectful work environment. Our core values of teamwork and family (treating work family with respect) and guided by the DEI commitments ensure that consideration of all economic backgrounds, races, cultures and abilities is integral in everything we do and the foundation of our culture.

Our goals are to:

- Actively promote ongoing education of our workforce in areas of cultural and diversity awareness.
- Provide services to the public in a culturally aware and sensitive manner.
- Continuously strive to maintain a workforce that is representative of our community.

LOPR is committed to equal opportunity for all persons. It is the practice to employ, retain, promote, terminate and otherwise treat all employees and job applicants on the basis of merit, qualifications, and competence. The practice shall be applied without regard to any individual’s gender, gender identify, sexual orientation (individual’s actual gender identity, appearance, expression or behavior differs from that traditionally associated with the individual’s sex at birth), race, color, religion, veteran status, national origin, age, marital status, political affiliation, or physical or mental disability or



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which, with reasonable accommodation, does not prevent the employee from adequately performing the essential functions of the position, or any other status protected by the law unless based on a bona fide occupational qualification.

Every LOPR employee has an active role and responsibility to carry out this practice.

References:

Link to DEI Resolution 18-54

<https://www.ci.oswego.or.us/WebLink/DocView.aspx?id=1125447&page=1&dbid=0&repo=CityOfLakeOswego>

DEI Taskforce Webpage: <https://www.ci.oswego.or.us/community/diversity-equity-and-inclusion>

Link to City Council Goals:

[2022 City Council Goals](#)

[2023 City Council Goals](#)

4.1.3 LOPR_Equal Opportunity Employer and Workforce Diversity

4.1.3.B LOPR_Parks & Recreation Diversity, Equity and Inclusion Statements

City of Lake Oswego Personnel Policy No. 1-2 Equal Employment Opportunity, Anti-Harassment and Non-Discrimination

Responsibility/Contacts: Director, Administrative Assistant, City Human Resources Dept.