



HUNTSVILLE UTILITIES POLICY

Revision Approval Date: Gas & Waterworks Board-06/25/2019 Electric Board- 06/26/2019	Date Posted: 07/01/2019	Implementation Date: 07/01/2019
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Policy #: HR-2-02

Policy: Affirmative Action Strategy

Purpose: To support workforce diversity, inclusion, and equal opportunity at Huntsville Utilities (HU).

HU does not tolerate discrimination in the workplace. Instances of discrimination will be addressed with appropriate disciplinary and remediation actions.

Furthermore, HU will train its workforce on the values of diversity and inclusion, maintain tracking systems, and conduct periodic reviews evaluating HU's effectiveness related to diversity, inclusion, and equal opportunity. Any employee concerns related to diversity, inclusion, and equal opportunity will be promptly heard and investigated.

HU' CEO/President has the overall responsibility to ensure compliance with federal and state laws (i.e., Title VII as stipulated by the Equal Employment Opportunity Commission – EEOC), regulatory guidelines, and other HU policies. HU has assigned the responsibilities to monitor and implement facets of HU's diversity, inclusion and equal opportunity efforts to the Director of EEO-Diversity & Inclusion in collaboration with the Human Resources Department. These entities have the full support of and access to senior leadership.

Original Issue Date: 12/5/80 (former Affirmative Action Plan 2-02)

Revision Dates: 11/26/07, 6/1/23 (N/C)