NONDISCRIMINATION IN EMPLOYMENT
SAMPLE POLICY

Adopting a nondiscrimination policy that clearly prohibits discrimination against employees with spouses and employees with domestic partners is an important part of a City contractor’s efforts to end discrimination in the workplace.

This document offers sample language that includes employees with domestic partners in a nondiscrimination policy. For employers who have never formalized their non-discrimination policy, this document also describes some of the elements of such a policy.

An employment nondiscrimination policy is one which establishes that employees and applicants for employment who are members of a protected group will be treated fairly and equally with respect to all aspects of employment. The law specifies which groups must be protected, and some employers only prohibit discrimination against those groups. Others recognize that all individual characteristics which are not job related should be omitted from employment decision-making. The Human Rights Commission recommends implementing a non-discrimination policy that combines these two approaches by first listing specific protected categories and then extending protection to all non-job-related factors.

*It is Company policy to provide equal opportunity in employment, development and advancement for all qualified persons without regard to age, ancestry, color, domestic partner status, gender identity (transgender status), HIV status, marital status, medical condition, national origin, physical or mental disability, race, religion, sex, sexual orientation, veteran status, or any other non-job-related factor. This policy applies to every aspect of employment, including, but not limited to: hiring, advancement, transfer, demotion, lay-off, termination, compensation, benefits, training and working conditions. It is also Company policy to provide equal benefits to employees with spouses and employees with domestic partners.*