

**CITY OF DIAMONDHEAD, MISSISSIPPI
POLICY STATEMENT RELATING TO THE AMERICANS WITH DISABILITIES ACT**

In recognition of our diverse workforce and community at-large, the City of Diamondhead issues this policy statement to ensure the awareness and importance of mutual respect and inclusion for all persons as we provide City services, programs and activities.

1. We, all City of Diamondhead personnel and City officers, pledge to do our individual and collective utmost to refrain from any negative conduct, language, or expression of opinions based on one's ethnicity, disability, race, color, religion, gender, age, or cultural background that could be perceived by a reasonable person as disrespectful, derogatory, offensive, or demeaning.
2. We, the employees of the City of Diamondhead, pledge to display respect and understanding toward one another, our customers and visitors while conducting City business, providing City services, and during City-sponsored activities and do so without regard to ethnicity, disability, race, color, religion, gender, age or cultural background.
3. We, the employees of the City of Diamondhead, shall continuously strive to respectfully embrace and promote a more considerate, fair and inclusive environment. Our environment portrays various ethnic, cultural, disability, race, color, religion, gender, and age differences, and yet it distinctly represents each of us. We will pursue and maintain life, liberty, and happiness in our diverse community and workplace.

This policy statement is both a pledge and a challenge for us to continue to build and maintain an understanding environment of diverse people and backgrounds through the promotion of mutual respect to all that enter a public building. It is also to serve as a reminder that the City of Diamondhead maintains policies against discrimination, retaliation, and harassment, and that violation of these policies will result in disciplinary action up to and including termination.

Richard Sullivan, Acting City Manager

Date