

## **Human Resources | Equal Employment**

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The City of Virginia Beach is an Equal Opportunity Employer and does not discriminate on the basis of race, color, sex, religion, national origin, genetics, disability, age, pregnancy and childbirth, and military status. The City also prohibits all forms of discrimination based on sexual orientation and gender identity.

### **Equal Employment**

Any individual employed by the city, county, state or a private business employing over 15 employees may be covered by the laws protecting individuals from discrimination.

Specifically, the Equal Employment Opportunity Commission (EEOC) enforces the Age Discrimination in Employment Act of 1967; Title VII of the Civil Rights Act of 1964; the Equal Pay Act of 1963 (EPA) and the Americans with Disabilities Act of 1990 (ADA). These four federal acts cover areas prohibiting discrimination in employment based on race, sex, age, religion, national origin, color and disability.

The EEOC also enforces discrimination in federal government employment; however, enforcement procedures differ for federal agencies. If you are an employee of the City of Virginia Beach, your Human Resources Department can advise you of your rights. For assistance please contact 385-4157.

If you feel you have been discriminated against in employment, call the EEOC Office so they may provide counseling and explain the procedures to file a complaint. The number is 441-3470. The EEOC Office is located in Downtown Norfolk at 200 Granby Street, Suite 739, in the Federal Building. The office is open Monday through Friday, 8:30 a.m. to 5 p.m., but they do not accept appointments. Persons wishing to file a complaint must arrive at the office before 3 p.m. because it can take several hours to complete the necessary documentation.

The Department of Human Resources shall provide oversight and guidance related to EEO for all applicants and employees.

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### **Contact Information:**

Staffing and Compensation Services  
2424 Courthouse Dr.  
Municipal Center, Bldg. 18  
Virginia Beach, VA 23456  
Fax: (757) 385-5678  
Direct: (757) 385-4157