Merit-Based Employment Policy
City of League City

Purpose
The City of League City is committed to attracting and retaining the best employees regardless of race, gender, sexual orientation, or national origin. We believe in a merit-based hiring system that seeks to identify the most qualified candidates.

Policy Statement
The City of League City does not discriminate on the basis of race, color, religion, gender, sexual orientation, national origin, age, disability, veteran status, or any other legally protected characteristic in its hiring, promotion, or employment practices. This policy ensures that employment decisions are based solely on qualifications, skills, and experience, fostering an environment of merit-based advancement.

Commitment to Fair and Inclusive Hiring Practices

- Focus on Individual Qualifications: Hiring and promotion decisions are based solely on a candidate's skills, experience, and ability to excel in the role. The City does not consider race, ethnicity, or similar factors in employment decisions, ensuring a process centered on merit and fairness.
- Neutral and Consistent Standards: All candidates are assessed using clear, objective criteria that align with the requirements of the position. This helps maintain a fair and transparent process for all applicants.

Ensuring Impartial and Objective Hiring Practices

- Consistent Evaluation Methods: The same criteria and standards are applied to all candidates to promote consistency and impartiality during the hiring and promotion process.
- Education and Awareness: All hiring managers and interviewers are trained to recognize and reduce bias, fostering a workplace culture that values fairness and equal opportunity.
- Continuous Improvement: The Human Resources Department regularly reviews and enhances hiring practices to ensure they remain impartial, equitable, and compliant with all relevant laws and regulations.

Commitment to Equal Opportunity
The City of League City recognizes the importance of providing equal opportunity to all individuals. This commitment includes taking proactive measures to ensure that hiring practices remain free from discrimination while upholding principles of merit-based selection.

Reporting and Accountability
Employees or applicants who believe they have experienced discrimination or observed a violation of this policy are encouraged to report their concerns to the Human Resources Department. All reports will be promptly investigated, and corrective action will be taken as necessary.

Conclusion
This policy reflects the City of League City's dedication to maintaining a workplace that ensures employment opportunities are available to all qualified individuals.