

RESOLUTION No. 2786

A RESOLUTION of the Port Commission of the Port of Seattle Adopting a Policy of Commitment to Equal Employment Opportunity and Affirmative Action.

WHEREAS, the Port of Seattle Commission wishes to reaffirm its commitment to provide equal opportunity to all members of its work force and to render all services and execute all contracts in keeping with the philosophy and intent of affirmative action and equal employment opportunity; and

WHEREAS, the Port of Seattle Commission wishes to reaffirm its commitment to allowing all employees of the Port an opportunity to work in an environment free of discrimination regardless of their race, creed, national origin, sex, marital status, age or the presence of any sensory, mental, or physical handicap; and

WHEREAS, the Port Commission of the Port of Seattle has in the past adopted policy directives delegating administrative authority to the Executive Director and his or her designee for the purpose of expeditious administration of the Port; and

WHEREAS, the Port Commission has from time to time found it necessary to amend and revise such directives due to changes in law and/or operations of the Port; and

WHEREAS, the Port of Seattle Commission is now desirous of delegating to its Executive Director and his or her designee the administrative and official authority to determine what the Port's policy directives should be in the areas of affirmative action and equal employment opportunity and to resolve certain claims of discrimination;

NOW THEREFORE, BE IT RESOLVED by the Port Commission of the Port of Seattle as follows:

Section 1. It is the basic policy of the Port of Seattle to provide equal opportunity to the users of all Port services and facilities, all contracting entities, Port employees and applicants for employment, and to assure that there be absolutely no discrimination against any persons on grounds of race, creed, color, national origin, sex, marital status, age, or the presence of any sensory, mental, or physical handicap.

This policy extends to all areas of employment and to all relations with employees including but not limited to recruitment, selection and placement, compensation, promotion and transfer, disciplinary measures, demotion, layoffs and terminations, testing and training, daily working conditions, awards and benefits, and all other terms and conditions of employment.

Section 2. The administrative and official authority to effectuate the "basic" policy of the Port in the areas of affirmative action and equal opportunity, as referenced in Section 1 of this Resolution, is hereby delegated to the Executive Director of the Port. The Executive Director may delegate to a designee or designees such of his/her administrative authority herein established, as in his/her discretion, is necessary and advisable in the efficient exercise of such authority.

Section 3. The Executive Director of the Port may amend, update and revise the "basic" policy of Section 1 of this Resolution as it is from time to time necessary due to changes in law and/or operations of the Port without prior Port Commission approval.

Section 4. The Executive Director is hereby empowered to settle claims of discrimination of up to an amount not exceeding Twenty-five Thousand Dollars (\$25,000) without prior reference to the Port Commission. All such settlements shall, however, be reported to the Port Commission. The settlement of any claim of discrimination in excess of Twenty-five Thousand Dollars (\$25,000) shall be referred to the Port Commission in a manner consistent with Paragraphs V and XVIII of Port Commission Resolution 2590, as appropriate.

Section 5. The General Counsel for the Port is hereby authorized to engage such special counsel at fees as may be negotiated to assist in the handling of any claims of discrimination or other matters necessary to implement the intent of this Resolution.

Section 6. Port Commission Resolution No. 2590, as amended, previously passed by the Port Commission is hereby repealed to the extent

that it is inconsistent with the terms and conditions of Sections 4 and 5 of this Resolution. The amendatory language of Sections 4 and 5 of this resolution is limited to claims of discrimination.

ADOPTED by the Port Commission of the Port of Seattle this  
8th day of April 1980, and duly authenticated in  
open session by the signatures of the Commissioners voting and the Seal of  
the Commission duly affixed.

*Mark Padlew*  
*Henry Simonson*  
*Jack B. ...*  
*Paul ...*

Port Commissioners

# PORT OF SEATTLE

P.O. BOX 1209 SEATTLE, WASHINGTON 98111

April 4, 1980

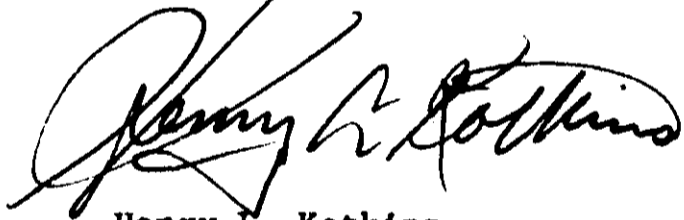
Mr. Merle D. Adlum, President  
Port of Seattle Commission  
P. O. Box 1209  
Seattle, Washington 98111

Dear Mr. Adlum:

I will be unable to attend the Port Commission meeting of April 8, 1980. However, I am familiar with Resolution No. 2786 requesting adoption of a Policy of Commitment to Equal Employment Opportunity and Affirmative Action. I consent to that Resolution being placed on second reading and final passage.

Please enter this consent in the official minutes of the meeting.

Sincerely,



Henry L. Kotkins  
Port of Seattle Commission

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