

I certify that the answers given by me to the foregoing questions and statements are true and correct without consequential omissions of any kind. I agree that the City of Mount Vernon shall not be liable in any respect if my employment is terminated because of the falsity of statements, answers or omissions made by me on this application. I authorize the City of Mount Vernon to investigate all statements contained on this application. This includes authorizing the City of Mount Vernon to investigate all references and to secure additional information if related to this employment application. I further authorize the City of Mount Vernon to contact law enforcement agencies with regard to criminal records information and consumer reporting agencies with regard to credit and character information. I release from liability the City of Mount Vernon and its representatives for seeking such information and other persons or organizations from furnishing such information. I understand the Mount Vernon Department operates 24 hours a day, 7 days per week, and that weekend work or changes of shifts may be required. In addition, if accepted for employment, I hereby agree to abide by the rules and policies of my employer and accept the established pay period as provided in accordance with the Fair Labor Standards Act (as amended). I understand that my employment is subject to passing a mandatory drug screen and a physical exam (if required), satisfactory reference checks, presentation of identification as required to conform to immigration laws, and accuracy of all pre-employment information furnished. I understand that this employment application and any other City of Mount Vernon documents are not contracts of employment. Any individual who is hired may voluntarily leave employment upon proper notice, or may be terminated by the employer. I understand that any oral or written statements to the contrary are hereby expressly disavowed and should not be relied upon by any prospective or existing employee.

The City is committed to the principle of recruiting and selecting employees on the basis of demonstrated and potential ability to perform the functions of the position available and in accordance with the City's policy of equal opportunity. This philosophy is premised on the principles that no unlawful discrimination shall be tolerated based on an employee or applicant's actual or perceived race, color, sex, national origin, ancestry, religion, creed, disability, age, marital status, military status, unfavorable discharge from military service, veteran status, political affiliation, sexual orientation including gender identity, genetic information, or any other basis prohibited by applicable federal, state, or local fair employment laws or regulations, or the Illinois Human Rights Act. The City of Mt. Vernon assures Equal Employment Opportunity (EEO) in all of its employment practices including, but not limited to, those pertaining to recruitment, hiring, placement, compensation, transfers, promotions, practices, evaluations, benefits, training, layoff recall, discipline, demotions, and terminations. These employment practices shall be administered in accordance with the law as set forth in Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, Title I of the Americans with Disabilities Act of 1990, the Equal Pay Act of 1963, as amended, Title II of the Genetic Information Nondiscrimination Act of 2008, the Americans with Disabilities Act (ADA), the Americans with Disabilities Act Amendments Act of 2008 (ADAAA), the Illinois Human Rights Act, and all other applicable federal, state or local laws.

Furthermore, the City will not discriminate against any qualified employee or job applicant with respect to any term or condition of employment based on a physical or mental disability or the perception of a physical or mental disability. If an individual is qualified to perform the essential functions of a position, the City will make reasonable accommodations as necessary for applicants and employees with disabilities, provided that such accommodations do not pose a direct threat or cause an undue hardship to the City.