

Board Policy #20

Metroparks Toledo Fair Treatment and Inclusion

The Board of Park Commissioners has adopted a Policy on staff treatment which states that the director may not cause or allow inhumane, unfair, or undignified conditions; Employment decisions must be based solely on job-related qualifications, individual performance, and organizational needs, except when the collective bargaining agreement provides otherwise. The director must also establish initiatives that promote fairness, inclusion, and accessibility for all employees.

Fair Treatment and Inclusion Policy

Metroparks Toledo is committed to fostering a culture of respect, fairness, and inclusion in all aspects of its operations. Our vision is to strengthen communities by ensuring all individuals have equitable access to our parks, programs, employment opportunities, and services. We believe in creating an environment where every person is valued and treated with dignity.

Metroparks Toledo shall:

- Establish fair and equitable employment practices to recruit, hire, train, promote, and compensate individuals based on their qualifications, performance, and ability to contribute to the organization's mission.
- Support professional development and ongoing training to provide opportunities for growth and advancement for all employees.
- Maintain a procurement process that ensures all qualified and available contractors and suppliers have an equal opportunity to participate in public contracting and purchasing without preference or discrimination.
- Ensure that all parks, facilities, programs, and services are welcoming and accessible to everyone, fostering a sense of belonging for all community members.