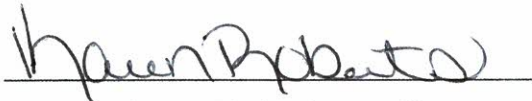


The *City of Martinsville, Virginia* or any employee thereof will not discriminate in employment, housing or accommodations because of race, color, religion, national origin, sex or gender, age, familial status, source of income, veteran status, disability, sexual orientation or gender identity. Administrative and personnel officials will take affirmative action to ensure that this policy shall include, but not be limited, to the following: employment, upgrading, demotion or transfer; rates of pay or other forms of compensation; and selection for training.

Duly approved at the regular meeting of the Martinsville City Council on September 14, 2021

A handwritten signature in cursive script, appearing to read "Karen Roberts", is written over a horizontal line.

Karen Roberts, Clerk of Council