

**PRESBYTERY OF EAST IOWA
EQUAL OPPORTUNITY POLICY**

Approved 11 February 2003

1. The Equal Opportunity Policy of the Presbytery shall follow and implement the current Constitution of the Presbyterian Church (U.S.A.) and the Bylaws of the Presbytery of East Iowa, seeking to give consideration to candidates without regard to race, ethnic origin, sex, marital status, or age.
2. Sessions/Councils, congregations, and Pastor Nominating Committees/Pastor Search Committees, each in turn, shall declare their intention to comply with this policy. It is assumed that affirmative responses will be made to the equal employment opportunity questions on the Ministry Information Form and that affirmative action steps will be indicated.
3. When the Pastor Nominating Committee/Pastor Search Committee is ready to present a candidate to its congregation, affirmation that the search complies with EEO guidelines shall be communicated to CO. Should the representatives of the Commission on Ministry not be satisfied that a serious effort has been made, the matter shall be brought to the full commission before the candidate may be presented to the congregation. If the Commission on Ministry continues to remain unsatisfied, the matter shall be reviewed with the Pastor Nominating Committee. The Commission on Ministry shall make no recommendations to Presbytery without satisfactory compliance.
4. When the policy has been complied with and the Commission on Ministry is recommending a candidate for the approval of the Presbytery, the commission shall always indicate in its motion that the equal opportunity policy of the Presbytery has been complied with, so that the matter is on the record and always before the attention of Presbytery.