

4.1.3 - Equal Opportunity Employment and Workforce Diversity ★

Standard: There shall be an established policy regarding diversity with evidence of implementation that assures equal opportunities for employment, promotion, and equity in employment working conditions and that complies with the American Disabilities Act.

Suggested Evidence of Compliance: Provide the equal opportunity and workforce diversity policy and show evidence of implementation.

Informational reference in the *Management of Park and Recreation Agencies*, (2010), 3rd Ed., Chapter 16 – Human Resource Employment, pp 437-438.

Agency Evidence of Compliance:

The Park District of Oak Park is committed to having a diverse staff reflective of the Oak Park community. This is reflected in the Park District's recruitment procedures as well as its Equal Employment Opportunity Policy¹. The Park District advertises this commitment² on the "Jobs" page on the Park District website, the Park District's Job Openings website, as well as with job advertisements. The Park District also provides training³ for its staff on this and other related topics to ensure that all staff are aware of the policy.

Documentation:

1. [04.01.03_Equal-Employment-Opportunity-Policy.pdf](#)
2. Screenshots of EEO Statement on Park District website (below)
3. [04.01.03_Staff-Training-Review-of-Equal-Employment-Opportunity-Policy.pdf](#)

Agency Self Assessment: MET

Commitment to Equal Employment Opportunity & Workforce Diversity displayed on Park District "Jobs" page:

Work Opportunities

Home - Jobs

Jobs

Volunteer

Contracts, Bids, & RFPs

Jobs



The Park District of Oak Park offers a variety of full-time, part-time and seasonal positions. We are proud to be the largest employer in the area for youth by hiring approximately 200 summer seasonal employees. Park District job opportunities build character, strengthen leadership skills, and create a sense of community pride. Our employees have the opportunity to work outdoors, with people and in a variety of sports and activities. A position with the Park District is a great opportunity to explore your talents and develop leadership skills in a fun

team-oriented atmosphere!

The Park District of Oak Park strictly adheres to an online job application process. If you are interested in applying for employment, you must complete the online job application. Once you submit your online job application, it will be available for review by the supervisors who are hiring for their open positions. Please note that resumes and letters of recommendation can be uploaded during the online job application process. We keep all online job applications for one year after completion. After one year, applicants must re-apply.

Positions open unexpectedly and fill quickly. If you want to apply for positions not listed as open, please establish a pre-employment file by completing the online application available below. We receive hundreds of applications annually and regret that each season, a limited number of positions are available. After submitting your online job application, you will be sent an email message confirming the successful submission of your application. Please note you will be contacted for an interview only if you're being considered for a specific position. To respect the privacy of our applicants, the Park District cannot discuss applications with individuals other than the applicant (parents, teachers, grandparents, etc.). Applicants must be at least 16 years of age.

Click [here](#) to view our current job openings and to complete an employment application.

The Park District of Oak Park is an Equal Opportunity Employer committed to a diverse workforce.

For those interested in the Park District also has many Volunteer Opportunities. If you are interested in a teaching a program at the Park District, please visit our Contractual Opportunities page for more information.

New Year. New You.
New Us. Fitness Scheduler
Now Available

Field Conditions
& Facility Schedules

Current Program Guide



Commitment to Equal Employment Opportunity & Workforce Diversity displayed on Park District Job Openings website:

Vacancies

Categories **Locations**

- [Buildings & Grounds \(4\)](#)
- [Business Operations \(1\)](#)
- [Director and above positions \(1\)](#)
- [Historic Properties \(4\)](#)
- [Marketing & Customer Service \(1\)](#)
- [Recreation Department \(26\)](#)
- [Revenue Facilities \(25\)](#)

[All Jobs >>](#)

[FMLA notice](#)



Welcome!

The Park District of Oak Park employment process allows you to complete an online application for any positions that are currently available. All open positions are located to the left. Your application will be retained in active status for one calendar year. If your qualifications meet our needs, we will contact you for further consideration and a possible interview.

The Park District is an Equal Employment Opportunity Employer! All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age or veteran status.

External Applicants



[Start an application for employment](#)

[Log in >>](#)

Internal Applicants



For internal applicants and rehires only.

[View internal positions](#)

[Submit an internal application/transfer form](#)

[Log in >>](#)

Need Help?

We're here to help! For questions regarding position qualifications or application procedures, please contact Park District of Oak Park directly.

For technical questions regarding the AppliTrack system, please contact the AppliTrack help desk using the Request Technical Help link below.

[Request Technical Help >>](#)