

TOWN OF SUNDERLAND

EQUAL OPPORTUNITY/AFFIRMATIVE ACTION POLICY

The Town of Sunderland has a statutory mandate under law to guarantee equal treatment for all who seek access to its services or opportunities for employment and advancement. No discrimination will be tolerated on the basis of race, religious creed, political affiliation, color, sex, sexual orientation, ancestry, children, marital status, national origin, age, handicap or genetic information.

The Town of Sunderland will meet its legal, moral, and social and economic responsibilities for Equal Employment Opportunity/Affirmative Action as authorized and required by all pertinent state and federal legislation, executive orders and rules and regulations, including the following:

1. Title VII of the Civil Rights Act of 1964 (42 USC §2000e et seq.), which prohibits discrimination in employment on the basis of race, color, religion, sex or national origin; and
2. The Age Discrimination in Employment Act of 1967 (29 USC §621 et seq.), which prohibits discrimination in employment on the basis of age with regard to those individuals who are at least 40 years of age, but less than 65 years of age; and
3. Section 504 of the Rehabilitation Act of 1973 (29 USC §794), and the regulations promulgated pursuant thereto (45 CFR Part 84), which prohibit discrimination against qualified handicapped individuals on the basis of handicap and requires employers to make reasonable accommodations to known physical or mental limitations of otherwise qualified handicapped applicants and employees; and
4. MGL c.151B §4 (1), which prohibits discrimination in employment on the basis of race, color, sex, sexual orientation, children, marital status, religious creed, national origin, ancestry, age, handicap or genetic information.

All employees, unions, subcontractors and vendors must make genuine and consistent efforts.

1. To ensure equal employment opportunities for present and future employees; and
2. To implement affirmative action, as legally required, to remedy the effects of past employment discrimination and social inequalities.

The responsibility for implementing the monitoring this policy has been delegated to the Town Administrator.

Furthermore, the Town of Sunderland prohibits that any employee, or applicant, be subjected to coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation, under this program. No portion of this Equal Employment Opportunity/Affirmative Action Policy shall be constructed as conflicting with any existing or future judicial or legislative mandate where a constriction consistent with that mandate is reasonable.

Adopted: July 12, 2004