

EQUAL EMPLOYMENT OPPORTUNITY

Town of Greenfield

The Town of Greenfield hereby affirms that all employment decisions are made on a non-discriminatory basis so as to further the principles of equal opportunity in employment. In addition, it is the town's policy to provide an environment that is free of unlawful harassment of any kind, including that which is directed at an individual who may have characteristics covered by our equal opportunity policy.

This policy governs all aspects of hiring and employment, promotion, assignment, discharge, leaves of absence, compensation, training and other terms and conditions of employment.

Massachusetts Employment Discrimination Law

(M.G.L. Ch. 151B)

This law prohibits any employer in Massachusetts who employs six or more people from firing, refusing to hire or rehire, or otherwise discriminating against a qualified person on the basis of **RACE, COLOR, RELIGION, NATIONAL ORIGIN, ANCESTRY, AGE, SEX, SEXUAL ORIENTATION, VETERAN OR MILITARY STATUS, or DISABILITY.**

If you believe you have been discriminated against based on any protected status under the law, you should contact the Human Resources department or the Office of the Mayor. The town will immediately investigate and respond to any complaints. If an employee is not satisfied with that response, you have up to six months after the alleged discrimination to file a formal complaint with the Massachusetts Commission against Discrimination at

*MCAD
One Ashburton Place, #601
Boston, MA 02108
(617) 727-3990 V/TTY
(617) 720-6054 TTY*

*OR
436 Dwight St., #240
Springfield, MA 01103
(413) 739-2145 V/TTY*

Federal Employment Discrimination Law

Some Federal Laws are wholly or partially inapplicable to employees of state or local governments. Therefore, you may or may not be protected under the following federal laws:

Title VII of the Civil Rights Act of 1964, as amended, prohibits discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex, or national origin.

The Americans With Disabilities Act of 1990, as amended, protects qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits classification, referral and other aspects of employment on the basis of disability. The law also requires that covered entities provide qualified applicants and employees with disabilities with reasonable accommodations that do not impose undue hardship.

The Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment.

If you believe you have been discriminated against under these federal laws, contact the Human Resources Department or the Office of the Mayor.

You may or may not be able to file a federal claim with the following government agency:

*The United States Equal Employment Opportunity Commission ("EEOC")
1 Congress Street - 10th Floor
Boston, Massachusetts 02114
(617) 565-3200*

The Vietnam Area Veterans Readjustment Assistance Act of 1974 (38 U.S.C. 4212) prohibits job discrimination and requires Affirmative Action to employ and advance in employment qualified Vietnam Era and Special Disabled Veterans. If you believe you have been discriminated against under this law, contact the Human Resources Department or the Office of the Mayor. You may or may not be able to file a federal claim with the following government agency:

*Office of Federal Contract Compliance Programs, Employment Standards Administration
US Department of Labor, 200 Constitution Avenue NW, Washington, D.C. 20210
or by calling (202)219-9475 (TDD toll free number is 1-800-326-2577).*

Retaliation against a person who files a charge of discrimination, participates in an investigation, or opposes an unlawful employment practice is prohibited.

Approved:

Christine Forgey
Mayor

Dennis Helmus
Director of Human Resources

Codification:

Dated: 5/7/07
(Supersedes Board of Selectmen EEO on 5/18/93)
(Supersedes Board of Selectmen EEO Reaffirmation on 10/17/95)