

## EQUAL EMPLOYMENT OPPORTUNITY

### 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 Town Administrator or Assistant Town Administrator. The town has a well-designed dispute resolution procedure for resolving complaints of any kind, under the administration of the Town's EEO Coordinator. Please call the office of the Town Administrator for further details. If 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*

*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 Town Administrator, or Assistant Town Administrator.

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 Town Administrator, or Assistant Town Administrator. 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.

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**ADOPTED:** Personnel Board 6/13/ 00, Labor Counsel 12/5/00 & 5/10/01, Board of Selectmen 9/18/01  
**AMENDED:**  
**ATTACHMENT:**  
**FORM:**

The terms of collective bargaining agreements supercede any provisions of any personnel policies the town establishes. If a collective bargaining agreement is silent on a topic or a subject matter within a topic these policies are intended to apply. Where the provision of a collective bargaining agreement between the town and a union conflict with a provision of a town personnel policy, the collective bargaining agreement provision will govern for those employees covered by the agreement.