



TOWN OF WAREHAM

54 Marion Road
Wareham, Massachusetts 02571

Board of Selectmen
(508) 291-3100

Affirmative Action Employment Policy

WHEREAS the Board of Selectmen of the Town of Wareham, as the policy-making body, is committed to enforcement of non-discrimination laws and the promotion of equal opportunity through affirmative action for all persons;

The Board of Selectmen of the Town of Wareham declare the following statement to be the Affirmative Action Employment Policy for the Town of Wareham:

The Town of Wareham recognizes the right of an individual to work and to advance on the basis of merit, ability and potential without regard to race, sex, color, handicap, religion, national origin, national ancestry or age. Affirmative action measures shall be taken to ensure equal opportunity in the areas of hiring, promotion, demotion or transfer, recruitment, layoff or termination, rate of compensation, in-service or apprenticeship training programs, and all terms and conditions of employment. This policy statement extends protection from sexual harassment to all employees.

Non-discrimination and equal opportunity are the policy of the Town of Wareham in all of its programs and activities. To that end, all Town of Wareham employees shall rigorously take affirmative action steps to ensure equality of opportunity in the internal affairs of all agencies, as well as in their relations with the public, including those persons and organizations doing business with any agency of the Town of Wareham. Each agency, in discharging its statutory responsibilities, shall consider the likely effects which its decisions, programs and activities shall have in meeting the goal of equality of opportunity.

Affirmative action requires more than vigilance in the elimination of discriminatory barriers on the grounds of race, color, creed, national origin, age and sex. Affirmative action must also entail positive and aggressive measures to ensure equal opportunity in internal personnel practices and in those programs which can affect persons and political subdivisions outside of Municipal Government. This affirmative action shall include efforts necessary to remedy the effects of present and past discriminatory patterns and any action necessary to guarantee equal opportunity for all people.