



Town of Sudbury

Select Board

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EQUAL EMPLOYMENT OPPORTUNITY POLICY

(Adopted 7/10/78, amended 8/23/99, amended 4/28/26)

The Sudbury Select Board affirms the objectives of equal employment opportunity. The Sudbury Select Board acknowledges that it is illegal to discriminate against any person on the basis of race, color, religious creed, national origin or ancestry, sex, gender identity, pregnancy or a condition related to pregnancy, age, handicap and/or disability, military or veteran status, genetic information, or sexual orientation (except as provided under M.G.L.), or any other consideration made unlawful by federal, state, or local laws ("protected characteristics").

All personnel actions including but not limited to compensation, benefits, training, education, transfer, selection and placement, demotion, termination, layoff, and return from layoff, shall be administered without regard to any protected characteristic stated under federal, state, or local laws.

Although legislation has long made it illegal to discriminate, it is acknowledged that there are certain segments of the population that experience arbitrary, often unintentionally constructed, barriers to employment opportunities.

Affirmative action is the procedural implementation of equal opportunity legislation. The Sudbury Select Board stands committed to taking affirmative steps to ensure equal opportunity without discrimination at all stages of the employment process, as outlined in the Sudbury Town Bylaws, Article VII (A). All Town hiring agents and all contractors with the Town of Sudbury are also bound by the equal employment and affirmative action guidelines.

Responsibility for overseeing the Equal Employment Opportunity program rests with the Town Manager and Equal Employment Opportunity Officer (Human Resources Director). Implementation of any affirmative steps to provide equal employment and advancement opportunities that are free from discrimination is an integral part of the job responsibilities of all Town staff.