

Equal Opportunity Policy Statement

The Town of Chelmsford reaffirms its commitment to the principles of Equal Employment Opportunity (EEO). All Town of Chelmsford employees and applicants for employment are to be treated with respect, dignity, fairness, and equally regardless of race, color, national origin, religion, age, gender, mental or physical disability, sexual orientation, marital, family, or parental status, political beliefs, or protected genetic information. Employees must abide by the policy regardless of personal opinions.

Managers and supervisors must fully ensure that they base their employment decisions and actions on equal employment opportunity laws and policies. They are responsible for providing leadership, educating, and updating employees on EEO and civil rights issues in the workplace, and ensuring that lines of communication are open at all levels. Each manager and supervisor must take personal responsibility for dealing with employees and communicating information in a way that ensures equal access.

As our operations evolve, we must continue to demonstrate our commitment to attain and maintain a diverse workforce. Continuing to attract a talented, universal, and gender diverse workforce in all occupations and grade levels, and demonstrating fairness, cooperation, and respect toward all employees is critical. Therefore, discriminatory actions in the workplace will not be tolerated. Town policy mandates equal opportunity and prohibits discrimination in all policies, practices, and operations.