



# TOWN OF BELLINGHAM

Bellingham Municipal Center  
10 Mechanic Street  
Bellingham, Massachusetts 02019  
Tel: 508-657-2802 Fax: 508-966-4425

Denis C. Fraine

Town Administrator

## EEO/AA POLICY STATEMENT

The Town of Bellingham has a statutory mandate under law to guarantee equal treatment for all who seek access to its services or opportunities for employment and advancement. No discrimination will be tolerated on the basis of race, creed, political affiliation, color, sex, national origin, age, or handicap. The ultimate goal is for personnel of this organization to reflect the proportions of Minority, female, and handicapped persons in the populations they serve.

The Town of Bellingham will meet its legal, moral, social, and economic responsibilities for Equal Employment Opportunity/Affirmative Action as authorized and required by all pertinent state and federal legislation, executive orders and rules and regulations, including the following:

1. Title VII of the Civil Rights Act of 1964 (42 USC s2000e *et seq.*), which prohibits discrimination in employment on the basis of race, color, religion, sex, or national origin; and
2. The Age Discrimination in Employment Act of 1967 (29 USC s621 *et seq.*), which prohibits discrimination in employment on the basis of age with regard to those individuals who are at least 40 years of age, but less than 65 years of age; and
3. Section 504 of the Rehabilitation Act of 1973 (29 USC s794), and the regulations promulgated pursuant thereto (45 CFR Part 84), which prohibit discrimination against qualified handicapped individuals on the basis of handicap and requires employers to make reasonable accommodations to known physical or mental limitations of otherwise qualified handicapped applications and employees; and
4. M.G.L. c. 151 s4 (1), as amended by Chapter 533, 1983, which prohibits discrimination in employment on the basis of race, color, sex, religious creed, national origin, ancestry, age or handicap,

In addition, the Provider agrees to be familiar with and abide by:

- \* Massachusetts Executive Order 143
- \* Massachusetts Executive Order 227
- \* Massachusetts Executive Order 237
- \* Equal Pay Act of 1963
- \* Massachusetts Executive Order 74 amended by Executive Order 116
- \* Massachusetts Architectural Barriers Board Act
- \* Federal Executive Orders 11246 and 11375 as amended.

All employees, unions, subcontractors, and vendors must make genuine and consistent efforts:

1. To ensure equal employment opportunities for present and future employees, and
2. To implement affirmative action, as legally required, to remedy the effects of past employment discrimination and social inequalities.

\*The responsibility for implementing and monitoring this policy has been delegated to:

Beth Cornell-Smith, Human Resources Director  
10 Mechanic St  
Bellingham, MA 02019

bsmith@bellinghamma.org  
508-966-2967

Furthermore, the Town of Bellingham prohibits that any employee or applicant be subjected to coercion, intimidation, interference or discrimination for filing a complaint or assisting in an investigation under this program. No portion of this Equal Employment Opportunity/Affirmative Action Policy shall be construed as conflicting with any existing or future judicial or legislative mandate where a construction consistent with that mandate is reasonable.

Sincerely,



Denis C. Fraine, Town Administrator

Original date: 08/02/2010

\* Revised Date: 03/04/2014