

## Affirmative Action

### **Employment Policy**

The City of Marlborough maintains a sincere commitment to the principles of equal employment opportunity, affirmative action and non-discrimination in order to rectify past and present patterns of discrimination. The City recognizes that Equal Employment Opportunity is the law; yet, in addition to that recognition, we believe that equal opportunity is good policy and is a vital ingredient in the growth of the City. This policy applies to every aspect of employment, including the recruitment, hiring and terms and conditions of service of all full-time and part-time municipal employees. Employment decisions shall be made in accordance with state and federal law and without regard to race, color, religion, sex, age, national or ethnic origin, sexual orientation, Vietnam-era veteran status, political beliefs, or disability unrelated to job requirements.

### **Equal Employment Opportunity Policy Statement**

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It is the express purpose of this policy to provide persons with equal employment opportunities. Marlborough's Equal Employment Opportunity and Affirmative Action programs provide for such access.