



# TOWN OF TRURO

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## POLICY MEMORANDUM #26

Date: Adopted April 20, 1999, revised October 24, 2017, revised September 13, 2022

#This policy was revised at the September 13, 2022 Select Board meeting solely to reflect the titles used in the Town Charter for the Town Manager and Select Board and to modify language to be gender neutral. No changes were made to the content of the Policy at that meeting.

Subject: **EQUAL OPPORTUNITY POLICY STATEMENT**

The Town of Truro, recognizing the right of an individual to work and to advance on the basis of merit, ability and potential without regard to age, sex (including pregnancy, gender identity, and sexual orientation), race, color, disability, religious creed, parental status, ancestral origin national origin, family medical history or genetic information, political affiliation, or military service resolves to take necessary measures 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, programs and services, and all terms and conditions of employment.

Non-discrimination and equal opportunity is the policy of the Town of Truro in all of its programs and activities. Therefore, all Town employees shall rigorously take affirmative action steps to ensure equal opportunity in the internal affairs of all departments, as well as in their relations with the public, including those persons and organizations doing business with any Town agency. Each department, 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. The Town will undertake every possible effort to effectuate the requirements of the Americans with Disabilities Act of 1990, that provide a comprehensive national mandate for the elimination of discrimination against individuals with disabilities in employment and municipal government activities.

Affirmative action must entail positive and aggressive measures to ensure equal opportunity in internal personnel practices and in those programs which can affect persons outside of Town 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.

Kristen Reed, Chair

Robert Weinstein, Vice Chair

John Dundas, Clerk

Susan Areson

Stephanie Rein  
Select Board-Town of Truro