



TOWN OF BURLINGTON

BURLINGTON, MASSACHUSETTS 01803

TOWN HALL 272-6700

BOARD OF SELECTMEN

AFFIRMATIVE ACTION POLICY STATEMENT

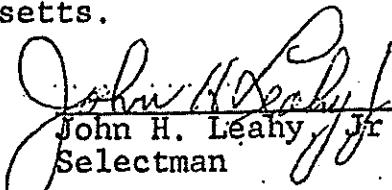
Town of Burlington, recognizing the right of an individual to work and to advance on the basis of merit, ability and potential without regard to race, sex, color, handicap, religion, national origin, national ancestry, or age, resolves to take Affirmative Action measures to ensure equal opportunity in the areas of hiring, promotion, demotion or transfer, recruitment, layoff or termination, rate of compensation, in-service or apprenticeship training programs, and all terms and conditions of employment.

Non-discrimination and equal opportunity are the policy of the Town of Burlington in all of its programs and activities. To that end, all Town of Burlington employees shall rigorously take affirmative steps to ensure equality of opportunity in the internal affairs of all agencies, as well as in their relations with the public, including those persons and organizations doing business with any agency of the Town. Each agency, 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.

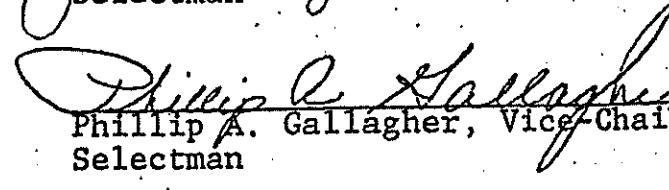
Affirmative action requires more than vigilance in the elimination of discriminatory barriers on the grounds of race, color, handicap, creed, national origin, national ancestry, age and sex. It must also entail positive and aggressive measures to ensure equal opportunity in internal personnel practices and in those programs which can affect persons outside of Town's 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.

In order to meet this obligation, we, the Board of Selectmen of the Town of Burlington, by virtue of the authority vested in us, hereby adopt the following Plan of Fair Practices and Equal Opportunity and hereby order and direct that said Plan be the guiding policy on Affirmative Action and Equal Opportunity of the Town of Burlington in the Commonwealth of Massachusetts.

10-6-86
Date


John H. Leahy, Jr., Chairman
Selectman

10-6-86
Date


Phillip A. Gallagher, Vice-Chairman
Selectman