

EQUAL EMPLOYMENT OPPORTUNITY

The Town of Seekonk provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, ancestry, age (40 or older), disability, mental illness, genetic information, veteran or military status or any other category protected by applicable federal, state, or local law.

The Town complies with all applicable federal, state, and local laws governing nondiscrimination in employment. This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

The Town of Seekonk does not discriminate in any way on the basis of gender in the payment of wages, or pay any person in its employ a salary or wage rate less than the rates paid to its employees of a different gender for comparable work; provided, however, that variations in wages shall not be prohibited if based upon:

1. a system that rewards seniority with the employer; provided, however, that time spent on leave due to a pregnancy-related condition and protected parental, family and medical leave, shall not reduce seniority;
2. a merit system;
3. a system which measures earnings by quantity or quality of production, sales, or revenue;
4. the geographic location in which a job is performed;
5. education, training or experience to the extent such factors are reasonably related to the particular job in question; or
6. travel, if the travel is a regular and necessary condition of the particular job.

The Town does not discriminate on the basis of disability in its hiring or employment practices and complies with ADA Title I employment regulations. The Town will, upon request, provide auxiliary aids and services leading to effective communication for people with disabilities making communications accessible to people who have speech, hearing, or vision impairments.

The Town expressly prohibits employment discrimination on the basis of pregnancy and pregnancy-related conditions including the right to reasonable accommodations for conditions related to pregnancy pursuant to the Pregnant Workers Fairness Act, M.G.L. c. 151B, §4.

The Town is committed to complying fully with applicable disability discrimination laws, and ensuring that equal opportunity in employment exists at the Town for qualified persons with disabilities. All employment practices and activities are conducted on a non-discriminatory basis. Under both state and federal law, qualified disabled persons may be entitled to a reasonable accommodation to permit the individual to perform the essential functions of his or her job. Reasonable accommodations will be available to all qualified disabled employees and applicants, upon request, so long as the potential accommodation does not create an undue hardship for the Town. Employees or applicants who believe that they may require an accommodation should contact the Town Administrator.