

**Chapter IX - EQUAL EMPLOYMENT OPPORTUNITY POLICY**

**SECTION I PURPOSE**

- A. It is the policy of the Town of Londonderry that as an Equal Opportunity Employer, all persons shall receive Equal Employment Opportunities in accordance with their job related qualifications, without regard to race, creed, color, sex, sexual orientation, disability, marital status, pregnancy, age, national origin, or whether an employee or applicant has, in good faith, exercised any right under Federal, State or local employment protection laws.

**SECTION II LIMITS/AUTHORITY**

- A. Equal Opportunities include, but are not limited to: Employment, recruitment, recruitment advertising, training, and selection for training, promotion, demotion, transfer, rate of pay, other compensation, benefits, layoff, termination and other matters of employment. The Londonderry Town Council and all members of management are committed to the spirit and letter of this policy.
- B. Employment decisions have been and will continue to be based solely upon job-related criteria and requirements and an individual's related qualifications. In communicating employment opportunities to applicants, employees, customers, vendors and others, the Town will continue to emphasize that employment opportunities are made available in accordance with this policy.
- C. Employees shall be free from coercion for any partisan political purposes. Employees are prohibited from using official authority or position for the purpose of seeking to interfere with or affect the result of an election or a nomination for public office.
- D. Reasonable accommodation is available to all disabled employees and applicants. Work sites will be accessible. All decisions are based on the merits of the situation in accordance with defined criteria, not the disability of the individuals.

**SECTION III COMPLAINT PROCEDURE**

- A. Any employee who feels aggrieved by a denial of any provision of this policy may process an appeal in accordance with their collective bargaining agreement or the Personnel and Compensation Policy for Non Represented Employees, whichever is applicable.

~~End of Chapter~~