



DEPARTMENT OF PERSONNEL, CITY HALL, 70 ALLEN STREET, ROOM 107, PITTSFIELD, MA 01201 PHONE: 413-499-9340

Equal Opportunity Policy

To give equal employment and advancement opportunities to all people, we make employment decisions based on each person's performance, qualifications, and abilities. The City does not discriminate in employment opportunities or practices on the basis of age, race, color, religion, sex, marital status, sexual orientation, gender identity or gender expression, national origin, disability, veteran status, or any other characteristic protected by law.

It is the policy of the City to comply with all the relevant and applicable provisions of the *Americans with Disabilities Act (ADA)*. We will not discriminate against any qualified employee or job applicant with respect to any terms, privileges, or conditions of employment because of a person's physical or mental disability. We will also make a reasonable accommodation whenever possible for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the essential duties and assignments connected with the job and provided that any accommodations made do not impose an undue hardship on our Organization, in conformance with state and federal laws.

Our Equal Employment Opportunity policy covers all employment practices, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

If you have a question about any type of discrimination at work, talk with your immediate supervisor or the Personnel Department.