

TOWN OF WEATHERSFIELD, VERMONT

NON-DISCRIMINATION POLICY

I. POLICY OBJECTIVES

The Town of Weathersfield is committed to providing equal treatment and opportunities to all person(s) employed by, or seeking employment with, the Town.

II. EMPLOYMENT PRACTICE

The Town of Weathersfield will not discriminate, or permit discrimination, against any person or group of persons on the grounds of race, color, religion, national origin, sex, sexual orientation, or physical disability, including, but not limited to, blindness or handicap, unless it is shown that the disability of handicap prevents performance of the work involved, in any manner prohibited by the laws of the United States or the State of Vermont.

III. INCONSISTENT POLICIES REPEALED

This Policy shall amend and replace any provisions of any policy of the Town of Weathersfield in effect at the time of enactment of this Policy governing any activity included in this Policy.

IV. SEVERABILITY

If any section, subsection, subdivision, paragraph, sentence, clause, or phrase of this Policy, or any part thereof, is for any reason held to be unconstitutional or invalid or ineffective by any court of competent jurisdiction, such decision shall not affect the validity or effectiveness of the remaining portions of this Policy or any part thereof.

The Select Board hereby declares that it would have passed each section, subsection, subdivision, paragraph, sentence, clause, or phrase thereof irrespective of the fact that any one or more sections, subsections, subdivisions, paragraphs, sentences, clauses, or phrases be declared unconstitutional or ineffective.

V. DISTRIBUTION

- (a) This Policy shall be incorporated into the Town of Weathersfield's personnel rules and regulations.
- (b) A copy of this Policy shall be provided to each employee and appointed/elected official of the Town of Weathersfield.

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VI. EFFECT

No section of this Policy shall be construed to supersede or replace any Vermont statute.

This Policy shall be entered in the minutes of the Select Board's meeting.

The foregoing Policy is hereby adopted by the Selectors of the Town of Weathersfield, Vermont, this sixteenth day of October, 2003, and is effective as of this date until amended or repealed.

Henry C. Cobb, Jr., Vice Chairperson
Norman John Arrison, Board Clerk
Daniel E. Boyer