

**TOWN OF GLOVER, VERMONT  
EQUAL EMPLOYMENT OPPORTUNITY POLICY**

It is the policy of the TOWN OF GLOVER to provide Equal Employment Opportunity to all employees and applicants for employment without regard to race, color, religion, sex, national origin, place of birth, age, handicap, or veteran status, and to base all employment decisions so as to further this principle of Equal Employment Opportunity.

To this end, the TOWN OF GLOVER will not discriminate against any employee or applicant for employment because of race, religion, sex, national origin, place of birth, age, handicap or veteran status, and will ensure that applicants are employed and employees are treated during employment without regard to these characteristics.

As Selectmen for the TOWN OF GLOVER, we affirm that the above policy reflects the attitude of the TOWN OF GLOVER toward the principle of Equal Employment Opportunity, and that it is the obligation of each officer, supervisor and employee to conduct himself/herself in conformity with these principles at all times.

All employment activities including, but not limited to hiring, promotion, demotion, transfer, recruitment, advertising, discipline, layoff, termination, compensation, and training, shall be conducted without regard to race, color, religion, sex, national origin, place of birth, age, handicap or veteran status.

Dated at Glover, Vermont this 19<sup>th</sup> day of April, 2001.

Nicholas Ecker-Racz  
H. Harvey Dunbar III  
John Urie, Sr.