



## CITY OF LOWELL NON DISCRIMINATION & EQUAL OPPORTUNITY POLICY

Non-discrimination and equal opportunity are the policies of the City of Lowell in all its decisions, programs and activities. To that end, all City employees shall take affirmative steps to ensure equality of opportunity in the internal affairs of the City government, as well as in their relations with the public, including those persons and organizations doing business with the City. Each department, in discharging its statutory responsibilities, shall consider the likely effects which its decisions and activities shall have in meeting the goal of equality of opportunity.

The City of Lowell is fully committed to equal opportunity in its employment decisions, programs and activities, in compliance with all applicable federal and state laws and regulations and in furtherance with inappropriate affirmative action efforts. The City of Lowell prohibits discrimination and harassment against any individual on the basis of age, gender expression/identity, genetic information, marital status, color, national origin, language, physical or mental disability, pregnancy, race, religion, sex, sexual orientation, or status as a US veteran. It must also entail positive and aggressive measures to ensure equal opportunity in the area of hiring, promotion, demotion or transfer, recruitment, layoff or termination, rate of compensation, in-service or apprenticeship training programs, and all terms and conditions of employment in order to remedy past patterns of discrimination. This affirmative action shall include efforts required to remedy the effects of present and past discriminatory patterns and practices and any action necessary to guarantee equal employment opportunity for all people.

Please note the following to further describe specific words/phrases:

“Sexual Orientation”: an inherent or immutable enduring emotional, romantic, or sexual attraction to other people.

“Gender Identity”: one’s innermost concept of self as male, female, a blend of both or neither—how individuals perceive themselves and what they call themselves. One’s gender identity can be the same or different from the sex assigned at birth.

“Gender Expression”: external appearance of one’s gender identity, usually expressed through behavior, clothing, haircut or voice, and which may or may not conform to socially defined behaviors and characteristics typically associated with being either masculine or feminine.

“Transgender”: an umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.

Thomas A. Golden, Jr.

City Manager July 21, 2023