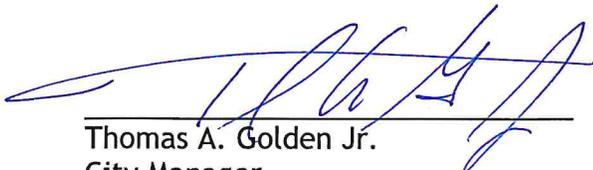




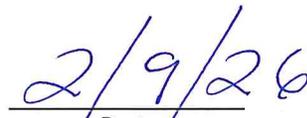
**CITY OF LOWELL
NON-DISCRIMINATION & EQUAL OPPORTUNITY POLICY**

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.



Thomas A. Golden Jr.
City Manager



Date