



CITY OF SALEM

93 WASHINGTON STREET
SALEM, MASSACHUSETTS 01970

City of Salem: Anti-Discrimination Statement

The City of Salem is an equal opportunity employer that strives to be an inclusive place for people from diverse backgrounds, experiences, and perspectives so that they are able to thrive and belong. We are committed to treating all individuals with respect and dignity in matters of housing, employment, municipal services, contracts, purchasing, and public accommodation regardless of their identities including race, color, sex, religion, national origin, age, gender identity, gender expression, sexual orientation, size, ability, ancestry, marital status, immigration or residency status, and/or military status.

The Applicable Law:

Title VII of the Civil Rights Act of 1964 establishes that it is unlawful for public and private employers, labor organizations, and employment agencies to discriminate against applicants and employees on the basis of their race, color, sex, religion, and natural origin. (We support and recognize that in the 2020 case *Bostock v Clayton Cty.*, the Supreme Court held that “sex” includes gender identity and expression, as well as sexual orientation.)

Massachusetts General Laws Chapters 93, 149, 151B, and 272 also prohibit discrimination in employment and public accommodations and guarantee equal rights under the law.

The City has codified its non-discrimination policy in Sec. 2-2056 of the City Ordinances. This section provides as follows:

“It is the policy of the City of Salem to uphold the human rights of all persons in Salem and the free exercise and enjoyment of any and all rights and privileges secured by the Constitutions, Laws, Ordinances and Regulations of the United States, the Commonwealth of Massachusetts and the City of Salem. As such, actions that may deny or tend to deny to an individual equal access or opportunity in matters of housing, employment, education, municipal services, contracts, purchasing or public accommodations on the basis of: age, ancestry, color, disability, family status, gender identity or expression, military status, marital status, national origin, race, religion, sex or sexual orientation, are hereby prohibited.”

For the City of Salem
Mayor Dominick Pangallo