

1. AFFIRMATIVE ACTION STATEMENT OF POLICY

The Massachusetts Port Authority ("Massport" or "the Authority") is an equal opportunity employer that prohibits discrimination in employment on the basis of age, ancestry, color, disability, gender, gender expression and identity, national origin, race, religious creed, sexual orientation or veteran status.

I, Thomas P. Glynn, Chief Executive Officer of the Massachusetts Port Authority, believe that, in addition to being an equal opportunity employer, the Authority should have a vigorous Affirmative Action Plan. When the effects of employment practices, regardless of their intent, discriminate or create an adverse impact against any group of people on the basis of any of the above referenced protected classes, affirmative steps should be taken to ensure equal employment opportunity and to provide equitable remedies for the consequences of past and present discriminatory practices, in those areas where industry experts determine that sufficient data exists to do so. The Authority has adopted an Affirmative Action Plan with the goal of preventing disparity between underrepresented groups at the Authority and their availability in the labor market. The protected classes impacted by the Plan are race, gender, disability and veteran status. It is the policy of the Authority to implement the principles of equal employment opportunity and affirmative action, by providing employment and promotional opportunities on the basis of an individual's job-related skills, ability, merit, potential, and, when applicable, in a manner that is in accordance with Massport's collective bargaining agreements.


Under the legal authority of Massachusetts General Laws Chapter 151B, the Equal Pay Act of 1963, Title VI and Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Equal Employment Opportunity Act of 1972, the Rehabilitation Act of 1973, and the Americans with Disabilities Act of 1990, I commit myself and my employees, within the context of these laws, to promote equitable participation of minorities, women, persons with disabilities, and veterans in all of the Authority's operations, facilities, and programs.

This policy applies to all employment practices and employment programs sponsored by the Authority. The Authority will endeavor to commit the necessary time and resources, both financial and human, to achieve the goals of equal opportunity and affirmative action. The Authority will review, investigate, and when operationally feasible, initiate changes in its processes relative to its operations, facilities, and programs, including the provision of reasonable accommodations for persons with disabilities. This policy will apply to all aspects of employment, including, but not limited to, the areas of recruitment, referrals, selection, promotions, terminations, transfers, layoffs, compensation, training, benefits, reasonable accommodations, and other terms and conditions of employment. The Authority recognizes that successful implementation of this program provides positive benefits to society by expanding opportunities to a greater number of potential employees.

The Authority recognizes that it can remain a premier transportation authority only by successfully recruiting and retaining a diverse group of applicants and employees.

In addition, the Authority recognizes its responsibility to encourage and support economic opportunities for the residents of those neighboring communities most directly affected by the operation of the Authority's facilities. These communities are Bedford, Charlestown, Chelsea, Concord, East Boston, Leicester, Lexington, Lincoln, Revere, South Boston, Winthrop and Worcester. While the Authority makes special efforts to increase the representation of residents of these neighborhoods in our workplace, outreach to neighboring communities is not included in this Affirmative Action Program. Also, the Authority applies the principles of equal opportunity and affirmative action in contracting, subcontracting, leasing, and its other activities. Our efforts and actions in regard to our capital programs and concessions business activities are addressed in the Authority's Disadvantaged Business Enterprise Program.

I have designated Kenneth L. Turner, the Authority's Director of Diversity and Inclusion/Compliance, a highly placed executive, to implement all elements of the Authority's equal employment opportunity and Affirmative Action Plan.



Thomas P. Glynn
Chief Executive Officer

Date 2 Aug 14