

**Town of Tolland  
Equal Opportunity Policy  
Employee and Access to Programs**

Program applicants, participants, members of the general public, employees, job applicants, and others are entitled to participate in and benefit from all Town of Tolland programs, activities, and services without regard to disability.

The Town of Tolland is proud to be an equal opportunity employer and applicants are considered for all positions without regard to race, color, creed, religion, sex, national origin, age, sexual preference or the presence of non-job-related medical condition or handicap

Copies of this notice are available, upon request, in alternate print formats (large print, audiotape, Braille, computer disk, etc.). Our grievance procedure, self-evaluation, as well as ADA policies, practices and procedures are available upon request. Contact ADA Coordinator, John Panaia at or (413) 258-4794

Adopted August 23, 2004  
Board of Selectmen

**Draft  
Employment Practices Notice**

**This notice must be on all applications, advertisements, and posted job openings.**

From the Board of Selectmen  
Tolland, MA

Employment Practices Notice

The Town of Tolland, MA is proud to be an equal opportunity employer and applicants are considered for all positions without regard to race, color, creed, religion, sex national origin, age, sexual preference or the presence of a non-job-related medical condition or handicap.

Adopted July 14, 2004  
Board of Selectmen  
Tolland, MA