

## **1. WORKFORCE DIVERSITY BUSINESS PLAN 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 the person’s membership in any legally protected class, including but not limited to the person’s race, color, gender, religion, creed, national origin, ancestry, age (40 years and over), sexual orientation, pregnancy, citizenship, gender identity, handicap, disability, genetic information, or veteran status.

In addition to being an equal opportunity employer, the Authority has adopted a Workforce Diversity Business Plan, pursuant to the requirements of Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, 41 CFR Part 60-2, 41 CFR Part 60-741, and 41 CFR Part 60-300, with the objective of preventing disparity between certain underrepresented protected classes at the Authority and their availability in the labor market, in those areas where industry experts determine that sufficient data exists to do so. The protected classes under the Plan are race, gender, disability, and protected veterans under the provisions of the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended.

I, Edward C. Freni, Interim Chief Executive Officer of the Authority, commit myself and my employees, within the context of applicable laws, to promote equitable participation of people of color, women, persons with disabilities, and protected veterans in all of the Authority’s operations, facilities, and programs. It is the policy of the Authority to implement the principles of equal employment opportunity 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.

This policy shall apply to all employment actions, practices, and programs, including but not limited to recruitment or recruitment advertising, referrals, hiring, upgrading, promotion, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, selection for training, including apprenticeship, benefits, reasonable accommodations, and other terms and conditions of employment, at all levels of employment. The Authority will endeavor to commit the necessary time and resources, both financial and human, to achieve the equal employment opportunity objectives of this Plan. The Authority will develop and execute action-oriented programs designed to identify and correct any problem areas in order to attain established goals and objectives. The Authority will make good faith efforts to remove identified barriers, expand employment opportunities, and produce measurable results relative to its operations, facilities, and programs, including the provision of reasonable accommodations for persons with disabilities.

The Authority prohibits harassment of employees and applicants because of their membership in any legally protected class. The Authority also prohibits retaliation against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing or otherwise seeking to obtain their legal rights under any federal, state, or local law requiring equal employment opportunity for members of any legally protected class. Prohibited retaliation includes, but is not limited to, harassment, intimidation, threats, coercion or other adverse actions that might dissuade someone from asserting their rights.

The Authority's equal opportunity efforts and actions in regard to its federally funded business activities are addressed in the Authority's Disadvantaged Business Enterprise ("DBE") and Airport Concession Disadvantaged Business Enterprise ("ACDBE") Programs.

I have designated Tiffany Brown-Grier, the Authority's Director of Diversity, Equity and Inclusion/Compliance, a highly placed management official, to implement all elements of the Authority's equal employment opportunity and Workforce Diversity Business Plan. One of the duties of the Director of Diversity, Equity and Inclusion/Compliance will be to maintain an internal audit and reporting system to allow for effective measurement of the Authority's programs.



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Edward C. Freni  
Interim Chief Executive Officer

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Date                      APRIL 11, 2024