



Equal Employment Opportunity Policy Statement

The Regional Transportation Commission (RTC) has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation and pregnancy), age, genetic information, disability, veteran status, other protected class, or any other non-merit-based factor.

The RTC Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay, or other forms of compensation. All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

The RTC is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

As RTC's Executive Director, I maintain overall responsibility and accountability for RTC's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Angela Reich, Director of Administrative Services as RTC's EEO Officer. Angela Reich will report directly to me and acts with my authority with all levels of management and employees. All RTC executives, management and supervisory personnel share in the responsibility for implementing and monitoring RTC's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved.

I expect all managers and supervisors to ensure that our employees are given equal opportunity for training and career development programs, promotions, awards, recognitions, and other applicable benefits and privileges of employment. The RTC will evaluate its managers' and supervisors' performance on their successful implementation of RTC's policies and procedures, in the same way RTC assesses their performance regarding other agency goals.

The RTC is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures to which the agency is committed. I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of our EEO Policy and Program.

A handwritten signature in black ink, consisting of a large, stylized initial 'D' followed by a horizontal line extending to the right.

RTC Executive Director

9/2/2020

Date

