

I. STATEMENT OF POLICY

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY

HARTransit is an Equal Employment Opportunity/Affirmative Action employer. Specifically, HARTransit will recruit, hire, transfer, and promote employees in all classifications without regard to race, sex, color, religion, ancestry, national origin, age, handicap, marital status, sexual orientation, veteran status or any other characteristic protected by federal or state laws.

HARTransit will not discriminate against any person in selection or treatment in establishing individual job qualifications, evaluating merit, or promotions. All employment decisions will be made within the principles of equal employment, and only valid requirements will be considered in advancement opportunities. In addition, HARTransit prohibits harassment of individuals because they are a member of a protected class. HARTransit will make certain that these principles are applied to all other personnel actions, such as compensation, benefits, layoffs, recalls and HARTransit sponsored training, education, social and recreational programs.

In addition, HARTransit prepares an Affirmative Action Plan, including goals and timetables, in order to overcome the effects of past discrimination on minorities and women.

The responsibility for implementation of HARTransit's EEO program is assigned to the Personnel Administrator.

However, all management personnel shall share in this responsibility to assure compliance is achieved.

If an applicant and/or employee alleges discrimination, they have the right to file a complaint with the Personnel Administrator or the EEO officer.

While this document does not constitute a term or provision of any contract of employment, or implied contract of employment, with any employee or group of employees, we view the principle of equal employment opportunity and affirmative action as a vital element of the employment process and a hallmark of good management.



Richard A. Schreiner
CEO

February 21, 2024

Date