

Abbreviated EEO Program

- Statement of Policy

ETD commits that all employment actions, including but not limited to recruitment or recruitment advertising, hiring, upgrading, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation, and treatment of employees will be administered without regard to race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class

ETD commits to develop a written nondiscrimination program that sets forth the policies, practices, and procedures, with goals and timetables, to which the agency is committed and make the EEO Program available for inspection by any employee or applicant for employment upon request

Implementation of ETD's EEO Policy is the responsibility of the Human Resources Manager who is the EEO Officer.

Applicants and employees have the right to file complaints alleging discrimination with the EEO Officer.

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

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

Although the ETD EEO Policy is administered by the Human Resources Manager, all management and supervisory personnel share in this responsibility and are assigned specific tasks to ensure and achieve compliance

ETD evaluates the performance of managers, supervisors, and others based on the success of the EEO Program in the same manner that the agency evaluates their performance in other agency programs This policy statement expresses the agency's commitment to EEO. It is a reminder that all employees are protected under the EEO laws and those employees may seek assistance if they believe they have been subject to unlawful employment discrimination.

Questions or concerns may be directed to the Human Resources Manager, Lisa Gibson. She may be contacted by email at: LGibson@estuarytransit.org. Alternatively, Lisa can be reached by phone at [\(860\) 510-0429 x 130](tel:(860)510-0429x130)

Additional aspects required under the FTA's guidance include:

- *Dissemination Plan*
- *Designation of Personnel Responsibility*
- *Assessment of Employees Practices*
- *Monitoring and Reporting Plan*