



STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY POLICY

Equal Employment Opportunity law prevents employers and their contractors from implementing discriminatory employment practices. These laws ensure all qualified persons are entitled to equal employment opportunities based on merit. Discrimination against employees or applicants because of race, religion, gender, national origin, disability, medical condition, age, marital status, sexual orientation or veteran status is strictly prohibited.

The Greater Hartford Transit District (District) is committed to and complies with these laws. Non-discrimination is emphasized and prevails throughout every aspect of the employment relationship, including recruitment, hiring, promotion, examination, training, performance evaluation, transfer, compensation and benefits, discipline, layoff, recall and termination. All personnel actions are administered in accordance with the Equal Employment Opportunity (EEO) Laws.

The District is further committed to taking affirmative action in order to encourage minorities and women to apply for employment and advancement within the company. It is a goal of District to achieve an employee population representative of the locally available workforce. Successful achievement of this policy will allow the District to reap the benefits of a diverse workforce.

The District requires each employee to conduct himself/herself in support of this policy to ensure the working environment is free from intimidation, harassment, and all other discriminatory actions. In addition, The District management and administration will continue to encourage and implement employment practices based on fair and equitable job-related criteria. Reasonable accommodations for persons with disability, religious conviction, or belief will be pursued when such accommodation would enable another wise qualified individual to perform the essential functions of a position. The policy oversight will be conducted by the Executive Director, Vicki L. Shotland.

An applicant or employee who feels his/her rights under this policy have been violated may file a complaint alleging discrimination or participate in an investigation without fear of retribution or other penalty. An immediate investigation will ensue and response made within 15 working days. At any time, either party may file a complaint by contacting the following external resources designed to protect human rights:

Mr. John Hayward, EEO Assistant
Office of Contract Compliance
Connecticut Department of Transportation
28000 Berlin Turnpike, P.O. Box 317546
Newington, CT 06131-7546

If you have any questions regarding this policy, you may contact me by telephone at 860. 247.5329 x 3002, or by email at: vshotland@hartfordtransit.org.

A handwritten signature in black ink, appearing to read "Vicki L. Shotland", is written over the typed name.

Vicki L. Shotland,
Executive Director
Greater Hartford Transit District

May 2011