



STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY POLICY

Central Pennsylvania Transportation Authority (CPTA) is committed to equal opportunity with respect to all aspects of its employment practices. In this regard, CPTA shall not unlawfully discriminate against any individual or group of individuals regardless of their race, color, creed, religion, national origin, ancestry, sex, age (40 and over), disability, genetic orientation or information, veteran status, pregnancy, sexual orientation, gender identity, or any other protected characteristic. Employment practices shall include, but are not limited to, recruitment or recruitment advertising, hiring, upgrading, selection for training, promotion/demotion, discipline, termination, transfer, layoff, rates of pay or other forms of compensation, training, or benefits.

CPTA's EEO Program includes an Affirmative Action Plan aimed at achieving and valuing diversity in the workforce including the establishment of goals and timetables, to which CPTA is committed. A copy of the plan is available for inspection by any employee or applicant for employment upon request. CPTA also makes reasonable accommodations for qualified individuals with disabilities and for sincerely held religious beliefs to the extent such accommodations do not create undue hardships upon the general operations of the authority.

Primary reporting responsibility for Equal Employment Opportunity programs, policies and practices shall rest with the Director of Human Resources/EEO Officer Jamie Leonard, who shall report directly to the Executive Director of the Authority. However, all individuals with supervisory responsibility for staff (including the discretion to interview and hire for position openings, promote, discipline, discharge and review the performance of employees) are responsible to administer their duties in a manner that does not discriminate against individuals based on any legally protected characteristic. All management and supervisory personnel are responsible to achieve compliance with CPTA's EEO Program. CPTA evaluates the performance of management personnel and the Executive Director, in part, based on the success of CPTA's EEO Program.

Through assignment in its contracts, CPTA shall require that all contractors performing business with the Authority shall demonstrate a similar commitment to equal employment opportunity.

Any employee or applicant who believes that they have been discriminated against on the basis of their race, color, creed, religion, national origin, ancestry, sex, age (40 and over), disability, genetic orientation or information, veteran status, pregnancy, sexual orientation, gender identity, or any other protected characteristic in employment with the CPTA shall have the right to file a complaint with the EEO officer or the Executive Director of the Authority. All complaints shall be confidential, to the greatest extent possible, and investigated pursuant to CPTA's Equal Employment Opportunity policy.

Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding, or otherwise engages in protected activity is strictly prohibited and will not be grounds for disciplinary action, up to and including termination.

The successful achievement of EEO goals will provide benefits to CPTA through fuller utilization and development of previously underutilized human resources.


Richard Farr, Executive Director


Date