



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 consider or 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 not limited to, recruitment, hiring, upgrading, selection for training, promotion, transfer, demotion, disciplinary actions, layoff, termination, rates of pay or other forms of compensation, benefits, and all other terms and conditions of employment. In meeting this objective, CPTA shall endeavor to provide reasonable accommodations to any individual or group of individuals who could otherwise perform particular employment duties.

Furthermore, CPTA is also committed to undertaking an affirmative action program aimed at achieving and valuing diversity in the workforce, which sets forth policies, practices and procedures, including the establishment of goals and timetables, in order to overcome the effects of past discrimination on minorities and women. The Equal Employment Opportunity Policy will be made available for inspection by any employee or applicant for employment, upon request. CPTA also makes reasonable accommodations for individuals with disabilities and for religious observances to the extent such accommodations do not create undue hardships upon the general operations of the authority.

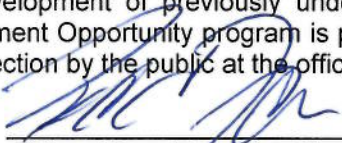
Primary reporting responsibility for Equal Employment Opportunity programs, policies and practices shall rest with the Director of Human Resources/EEO Officer Jamie Leonard, who shall report directly to the Executive Director of the Authority. However, all individuals with supervisory responsibility 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. Performance of Authority departments in the area of Equal Employment Opportunity compliance shall be one criteria used in performance reviews for management personnel and the Executive Director.


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 during normal business hours. 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 tolerated.

The successful achievement of EEO goals will provide benefits to CPTA through fuller utilization and development of previously underutilized human resources. A copy of the CPTA's Equal Employment Opportunity program is posted in conspicuous locations for employees and available for inspection by the public at the offices of the CPTA during normal business hours.


Richard Farr, Executive Director


Date

RESOLUTION 1715