



## STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY POLICY

It shall be the policy of the York Adams Transportation Authority (YATA) to practice equal opportunity with respect to all aspects of its employment practices. In this regard, YATA shall not discriminate against any individual or group of individuals regardless of their race, color, creed, national origin, sex, age or disability. Employment practices shall include, but not limited to, recruitment, selection, promotion/demotion, discipline, termination, transfer, layoff, compensation, training, or benefits. In meeting this objective, YATA shall endeavor to provide reasonable accommodations to any individual or group of individuals who could otherwise perform particular employment duties.

The YATA's EEO Program includes an Affirmative Action Plan aimed at achieving and valuing diversity in the workforce, including the establishment of goals and timetables, in order to overcome the effects of past discrimination on minorities and women. YATA 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 Patricia Miller, 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 minorities and persons with disabilities. 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, the YATA shall require that all contractors performing business with the Authority shall demonstrate a similar commitment to equal employment opportunity.

Any individual who believes that they have been discriminated against on the basis of their race, color, creed, national origin, sex, age or disability in employment with the YATA 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 and investigated pursuant to YATA's Equal Employment Opportunity policy.

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

A copy of the YATA's Equal Employment Opportunity program is posted in conspicuous locations for employees and available for inspection by the public at the offices of the YATA during normal business hours.

Richard Farr  
Executive Director

\_\_\_\_\_ 12/07/2011 \_\_\_\_\_  
Date