



April 2010

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Topeka Metropolitan Transit Authority (TMTA) is an equal opportunity employer committed to equal opportunity for all employees and applicants for employment without unlawful regard to race, color, religion, national origin, age, sex, disability, veteran status or any other basis prohibited by local, state or federal law.

This policy applies to all decisions affecting personnel and employment practices including, but not limited to, recruitment, selection, hiring, promotion, demotion, transfer, layoffs and recalls, compensation and benefits, and training.

All employees and applicants for employment will be protected against coercion, intimidation, interference, harassment, discrimination, or any other form of retaliation for making a complaint or participating in the investigation of a complaint. Any such form of retaliation constitutes a violation of this policy.

The TMTA has developed and is committed to an equal employment opportunity program, which includes goals and timetables intended to provide women and minorities an equal opportunity in its workforce. Successful implementation of this program provides benefits to TMTA through fuller utilization of minority and female employees.

The TMTA has an equal employment opportunity officer primarily responsible for implementation of its EEO program. This responsibility is shared by all TMTA supervisors and managers who are responsible for the EEO program within their unit of supervision. The performance of managers and supervisors in implementing the EEO program is considered and measured in the same manner as the performance of their other duties.

Any complaints under or questions concerning this EEO policy should be directed to TMTA's EEO officer at 233-2011.