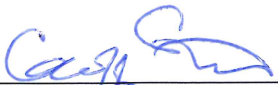


EQUAL EMPLOYMENT OPPORTUNITY PLAN

Adopted: November 6, 2019

I. POLICY STATEMENT

1. The RTA has a strong commitment to the community we serve and to our employees. As an equal opportunity employer, the RTA strives to have a workforce that reflects the communities we serve.
2. It's the policy of the RTA and its departments and agencies to pursue equal employment opportunity regardless of race, color, national origin, sex (including gender identify, sexual orientation, and pregnancy), age, genetic information, disability, height, weight, marital status, veteran status, disability, or protected class as defined by federal and state law in our relationship with applicants for employment, employees of the department/agency, and the public.
3. The RTA is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religions, absent undue hardship.
4. All employees and applicants for employment have the right to file complaints alleging discrimination. Retaliation against a person while files a charge of discrimination, participated in an employment discrimination proceeding (such as an investigation of lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.
5. The RTA commits to undertake an affirmative action program that will include goals and timetables in order to overcome the effects of past discrimination on minorities and women.
6. Where there is evidence of the present effects of past discrimination (inadvertent or intentional), a narrowly tailored remedy may be warranted. Any such affirmative action plan must be prepared in advance by the Executive Director or their designee, in accordance with Civil Service Rules, Regulations and applicable law, and then submitted to the RTA Board of Directors for its review and approval.
7. Deputy Director/Chief Financial Officer maintains overall responsibility and accountability for RTA's compliance with its EEO Plan and will serve as the EEO Officer for the RTA including plan preparation, implementation, monitoring and complaint investigation.
8. All RTA executive, management and supervisory personnel shall share in the responsibility for implementing and monitoring the RTA's EEO Plan within their respective areas to assure compliance is achieved.
9. As part of the annual evaluation process, managers and supervisors will be evaluated on their contribution to the success of the EEO Plan as achievement of the EEO goals provide benefits to the RTA through a fuller utilization and development of previously underutilized human resources.
10. The RTA commits to sustaining a diverse workforce that acts upon its daily responsibility to treat all applicants and employees with dignity and response, as well as equitably under the guidelines of our EEO Plan which will be made available for inspection by any employee or applicant for employment upon request.

 11/6/19

Executive Director Date
Geoff Straw

 11/6/19

Deputy Director/Chief Financial Officer Date
Tania Arnold