

Statement of Policy

Bay Metropolitan Transportation Authority

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EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

It is the official policy of Bay Metropolitan Transportation Authority to provide equal employment opportunities affection all employment practices, including recruitment, selection, promotion, terminations, transfers, layoffs, compensation, training, benefits, and other terms and conditions of employment to prohibit discrimination in employment because of race, color,, creed, national origin, sex, age, handicap or genetic information and promote the full realization of equal employment opportunity through a continuing affirmative action program.

To further this commitment, the Authority has adopted an equal employment opportunity policy as well as an affirmative action plan, including goals and timetables, in order to overcome the effects of past discrimination on minorities and women.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

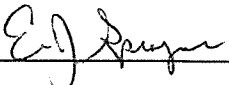
Bay Metropolitan Transportation Authority is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

The EEO Officer is responsible for the implementation of the EEO program. This responsibility is assigned to the Authority's Human Resources Manager, Jody Kietzman-Morrison.

All management personnel will share in this responsibility and will be assigned specific tasks to assure compliance is achieved. The performance by managers, supervisors, performance on the other agency's goals.

All applicants and employees have the right to file complaints alleging discrimination with the EEO Officer or their appropriate officials including the General Manager.

Successful achievement of EEO goals will provide benefits to the Bay Metropolitan Transportation Authority through fuller utilization and development of previously underutilized human resources


Eric Sprague, General Manager

11/13/20
Date