

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 affecting 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 to 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.

The EEO Officer is responsible for the implementation of the EEO program. This responsibility is assigned to the Authority's Human Resources Manager, Cathy Wozniak.

All management personnel will share in this responsibility and will be assigned specific tasks to assure compliance is achieved. The performance by managers, supervisors, etc., will be evaluated on the success of the EEO program the same way as their performance on other agency's goals.

All applicants and employees have the right to file complaints alleging discrimination with the EEO officer or other 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.



Michael R. Stoner  
General Manager

June 14, 2011

Date Signed

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