

**POLICY STATEMENT ON  
EQUAL EMPLOYMENT OPPORTUNITY &  
AFFIRMATIVE ACTION PLAN**



**Regional  
Transportation  
Authority**

It is the policy of the Regional Transportation Authority ("RTA") to seek and employ qualified individuals in all job classifications and in all of its facilities and locations, to administer all personnel practices including recruitment, selection, hiring, promotions, demotions, training, transfers, layoffs, terminations, compensation, benefits and other terms and conditions of employment in a manner which does not discriminate against any person because of race, sex, color, religion, national origin, disability, citizenship, age, marital or military status, sexual orientation, and any other basis provided by applicable law. The RTA is committed to its Affirmative Action Plan (Plan) in order to overcome the effects of past discrimination on minorities and women. This commitment to equal opportunity is a fundamental RTA policy.

The responsibility for administering the Plan is assigned to the General Counsel, Nadine Lacombe, who also serves as the RTA's Equal Employment Opportunity ("EEO") Officer. However, administrative and supervisory personnel share in the responsibility of implementing and performing tasks related to the Plan. The legal department monitors and reports progress toward the Plan's objectives. The Human Resources department collects data for EEO purposes and prepares reports for use by other departments. All managers ensure the effectiveness of RTA's Plan.

This Policy Statement is conspicuously posted in common areas accessible to employees, applicants and the general public to inform individuals that they have the right to file complaints alleging discrimination with the RTA's EEO Officer or the Director of Human Resources. For allegations of harassment by a member of Senior Staff, employees may also contact the Chair of the Board's Compensation Committee, Douglas Troiani. External avenues for complaint resolution are also available through the Federal Transit Administration, the Equal Employment Commission and/or the Illinois Department of Human Rights.

All complaints are investigated promptly and thoroughly. Complaints are confidential, and every reasonable attempt is made to honor employee requests for confidentiality, which are consistent with applicable legal requirements. All employees have a responsibility to cooperate with an RTA investigation. The RTA provides employees with progress reports and final resolution of a complaint, consistent with confidentiality restrictions.

The RTA realizes that successful achievement of Affirmative Action and EEO goals will provide benefits through greater utilization and development of previously underutilized human resources, and that this policy requires and has the full commitment of RTA staff.

A handwritten signature in black ink, appearing to read 'L. P. Redden', is written over a horizontal line.

Leanne P. Redden  
Executive Director

A handwritten date '11/20/14' is written in black ink over a horizontal line.

Date