

# Policy Statement

# Equal Employment Opportunity and Affirmative Action Plan

It is the policy of Regional Transportation Authority (RTA) to seek and employ qualified individuals in all job classifications and in all of its facilities and locations, and provide equal employment opportunities without regard to race, color, religion, sex, national origin, age, disability, marital status, veteran status, sexual orientation, genetic information, gender identity, or any other protected characteristic under applicable law.

This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, promotion, transfer, demotion, reduction of workforce and termination, rates of pay or other forms of compensation, selection for training, the use of all facilities, and participation in all company-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity, or age limitations will be adhered to by the company where appropriate.

The RTA is also committed to assuring equal employment opportunity and equal access to services, programs, and activities for individuals with disabilities. It is the policy of the RTA to provide reasonable accommodation to a qualified individual with a disability to enable such individual to perform the essential functions of the position for which he/she is applying or in which he/she is employed. Further, it is the policy of the RTA to provide reasonable accommodation for religious observers.

As part of the company's Equal Employment Opportunity (EEO) policy, the RTA will take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, women, disabled veterans, recently separated veterans, Armed Forces service medal veterans, other protected veterans, and qualified persons with disabilities, as defined by the Americans with Disabilities Act of 1990 and other applicable federal, state and local laws, are introduced into our workforce and considered for promotional opportunities. The RTA is committed to its Affirmative Action Plan to overcome the effects of past discrimination on marginalized groups. This commitment to equal opportunity is a fundamental RTA policy.

The responsibility for administering the Affirmative Action Plan is assigned to the Regulatory Compliance employee who serves as the RTA's EEO Officer. However, all RTA management personnel share in this responsibility and are assigned specific tasks to carry out the Affirmative Action 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 EEO Officer or the Director, Human Resources. Individuals may also make reports directly to the RTA Ethics Officer, the Office of Executive Inspector General, or the Illinois Department of Human Rights. For allegations of harassment or discrimination by a member of Senior Staff, employees may also contact the Chairman of the RTA Board of Directors.

Management performance in the RTA's Affirmative Action Plan will be evaluated on the success of the Affirmative Action Plan and with the same rigorous standards as are applied on all other RTA goals.

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.

*Leanne P. Redden*

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Leanne P. Redden  
Executive Director

Feb 13, 2024

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Date

