

RESOLUTION NO. 2017-16

**A RESOLUTION OF THE MASON TRANSIT AUTHORITY BOARD
ADOPTING AN EQUAL EMPLOYMENT OPPORTUNITY POLICY.**

WHEREAS, the Mason Transit Authority ("MTA") Board desires to develop a policy to ensure equal employment opportunities are non-discriminatory and complies with all applicable laws.;

NOW THEREFORE, BE IT RESOLVED BY THE MASON TRANSIT AUTHORITY BOARD that Policy No. 307 providing for an equal employment opportunity policy, which is attached hereto and incorporated herein is approved and adopted;

BE IT FURTHER RESOLVED that POL-307 shall supersede and replace in full any previously adopted or approved equal employment opportunity policy.

Adopted this 18th day of July, 2017.



Terri Drexler, Chair



John Campbell, Vice-Chair


Wes Martin, Authority Member



Tracy Moore, Authority Member



Randy Neatherlin, Authority Member



Deborah Petersen, Authority Member



Don Pogreba, Authority Member



Sandy Tarzwell, Authority Member



Kevin Shutty, Authority Member

APPROVED AS TO CONTENT: 

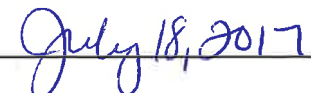
Danette Bramm, General Manager

APPROVED AS TO FORM: 

Robert W. Johnson, Legal Counsel

ATTEST: 

Tracy Becht, Clerk of the Board

DATE: 

July 18, 2017



Title:	Equal Employment Opportunity Policy
Number:	307
Effective:	July 18, 2017
Cancels:	N/A
Prepared by:	Danette Brannin, General Manager
Approved by:	Authority Board Resolution No. 2017-16

POL-307 EQUAL EMPLOYMENT OPPORTUNITY POLICY

This policy applies to all Mason Transit Authority (MTA) employees, Authority Board, Advisory Board or agents.

1.0 Purpose

The purpose of this policy is to ensure equal employment opportunities are non-discriminatory and comply with all applicable laws.

2.0 Policy

MTA is committed to providing a non-discriminatory employment environment for its employees. The policy of MTA is to fully comply with applicable federal, state and local laws, rules and regulations in the area of non-discrimination in employment.

Discrimination against employees and applicants due to race, color, religion, sex (including sexual harassment), national origin, disability, age (40 years or older), military and veteran status is prohibited.

3.0 Discipline of Prohibited Acts

Violations of this policy will be subject to discipline, up to and including termination.

Equal employment opportunity and non-discriminatory commitments include, but are not limited to, the areas of hiring, promotion, demotion or transfer, recruitment, discipline, layoff or termination, rate of compensation and company sponsored training.

All employees are expected to comply with this Equal Employment Opportunity Policy.

Managers and supervisors who are responsible for meeting business objectives are expected to cooperate fully in meeting the equal employment opportunity objectives.

MTA prohibits unlawful harassment of its employees, applicants, or independent contractors in any form. (Please see MTA's Harassment Prevention policy.)

4.0 Reporting

Any employee who believes he or she has been discriminated against must immediately report any incident to MTA's designated EEO Officer. MTA will not tolerate retaliation against any employee who reports acts of discrimination or provides information in connection with any such complaint.