



EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION POLICY STATEMENT

The Roaring Fork Transportation Authority (RFTA) is an Equal Employment Opportunity / Affirmative Action (EEO/AA) employer which complies with applicable federal and state laws.

As a matter of principle, RFTA does not discriminate in employment on the basis of age, race, sex, sexual orientation, color, creed, religion, national origin, disability, genetic information, veteran's status, or any other reason prohibited by law. RFTA's EEO policy is applicable to all aspects of the employment relationship including recruitment, selection, compensation, benefits, assignments, promotions, transfers, terminations, discipline, and the implementation of all related policies and procedures.

Further underscoring this policy commitment, RFTA's EEO/AA Program includes an Affirmative Action Plan aimed at achieving and valuing diversity in the workforce, including the establishment of goals and timetables to overcome the effects of past underutilization of minorities and women and to ensure that discrimination of any kind, real or perceived, is eliminated from the RFTA culture. RFTA also makes reasonable accommodations for individuals with disabilities and for religious observances to the extent such accommodations do not create undue hardships upon the general operations of the Authority.

RFTA's EEO/AA Program emphasizes the importance and value of each employee or applicant for employment. **Any RFTA employee subjected to behavior in violation of this policy is encouraged to report such action immediately to Todd Horsley, Chief Operating Officer, who also serves as RFTA's EEO Officer.** As EEO Officer, Todd is responsible for the administration of RFTA's EEO Program and, with assistance from the Department of Human Resources, for implementation of programs regarding the Affirmative Action Plan, monitoring efforts, providing related training and processing EEO-related complaints.

All RFTA employees and applicants for employment at RFTA have the right to file complaints alleging discrimination with the appropriate official(s). All EEO-related complaints will be treated seriously, investigated immediately and resolved based upon the principle and practice that RFTA values every employee and applicant.

RFTA has an internal complaint procedure that provides employees with a method to report, and to have investigated, job related actions that involve alleged discrimination, harassment and retaliation. All RFTA employees are expected to cooperate fully during the conduct of such investigations. By law, all employees are protected from coercion, intimidation, retaliation, interference or discrimination for filing a complaint or assisting in an investigation.



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POLICY STATEMENT (continued)**

External applicants for employment at RFTA may file complaints of alleged employment discrimination with the respective offices of the Equal Employment Opportunity Commission (EEOC) or the Civil Rights Division of the State of Colorado Department of Regulatory Agencies.

RFTA executive, management and supervisory personnel are not only responsible for ensuring that their employment decisions comply with federal and state law and regulations, RFTA personnel policies, and RFTA's EEO/AA Program, but they also share in the responsibility for implementing RFTA's EEO/AA Program. RFTA management and supervisory personnel are assigned specific tasks to ensure that compliance is achieved.

Performance specifically related to contributions to the success of RFTA's EEO/AA Program by executive, management and supervisory personnel are evaluated the same way as their performance on other RFTA goals is evaluated.

The successful achievement of RFTA's EEO goals will provide positive benefits to the organization. These benefits include greater utilization and development of previously underutilized human resources that are reflective of the labor market in the community that we serve.

Requests to review RFTA's EEO Program and Affirmative Action Plan may be made in writing to Linda Forgacs, Director of Human Resources, 0051 Service Center Drive, Aspen, Colorado, 81611 or lforgacs@rfta.com or to Todd Horsley, Chief Operating Officer/EEO Officer, 2307 Wulfsohn Road, Glenwood Springs, Colorado, 81601 or thorsley@rfta.com.

While this document does not constitute an employment contract between RFTA and its employees, it embodies our endorsement of the principles of equal employment opportunity as a vital element of RFTA's continued success. In this regard, it is the intent and resolve of RFTA to fully comply with all applicable laws for establishing and implementing antidiscrimination policies. It is the responsibility of all employees to act in accordance with our EEO Policy.

Dan Blankenship
Chief Executive Officer

January 18, 2012