

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION PLAN POLICY STATEMENT

Roaring Fork Transportation Authority (RFTA) is an Equal Employment Opportunity/Affirmative Action employer in compliance with applicable federal, state and local laws.

As RFTA's Chief Executive Officer (CEO), I am committed to ensuring the essential compliance of RFTA's Equal Employment and Affirmative Action Plan. I am dedicated to the principles and spirit of Equal Employment (EEO) and Affirmative Action (AA) for all employees and employment applicants.

RFTA's Equal Employment Opportunity/Affirmative Action Policy and Program is committed to compliance with all anti-discrimination laws, regulations and policies. RFTA will ensure Equal Employment Opportunity/Affirmative Action for all employees and applicants for employment regardless of race, color, religion, national origin, sex (including pregnancy, childbirth, or related medical conditions; gender identity; and sexual orientation), age (40 years and older), genetic information, disability, veteran status, retaliation, or any other applicable status protected by federal, state or local law. No person will be unlawfully excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any RFTA program or activity receiving Federal financial assistance. We will maintain a work environment that is free of discrimination.

RFTA holds all employees, beginning with myself, Chief Executive Officer, accountable for keeping our workplace free from discrimination, and ensuring that we provide equal employment opportunities for all personnel in our workforce and for those seeking to enter our workforce. To ensure day-to-day management, including program preparation, monitoring, compliance, and complaint investigation, I have appointed Nicole Schoon, Regulatory Compliance Officer, as RFTA's Equal Employment Opportunity/Affirmative Action (EEO/AA) Officer. Ms. Schoon will report directly to me and acts on my authority, with all levels of management, labor unions and employees.

RFTA maintains a responsibility to ensure that equal opportunity is given to all employees so that they may participate, contribute, and advance in our workforce. Executives, Directors, managers, and supervisors are expected to ensure that employees are given equal opportunity for training, career development programs, promotions, transfers, demotion, layoffs, terminations, awards, recognition, rates of pay or other forms of compensation, and other benefits and privileges of employment. Through management practices and decisions, including effective outreach, recruitment, hiring, and employee development we can create an inclusive workforce that reflects a broad range of diversity. Reasonable accommodations for individuals with disabilities or religious practices will be permitted, as long as those accommodations do not create undue hardships on RFTA operations. Equal opportunity to work and advance, based on merit, not unlawful bias or prejudice is the law.

This EEO/AA Policy Statement is a reminder that all RFTA employees and applicants are protected under the laws we enforce and may seek assistance if they believe they have been subject to unlawful employment discrimination. RFTA employees or applicants who believe that they have been discriminated or retaliated against have the right to file a complaint with Nicole Schoon, EEO/AA Officer; the Colorado Civil Rights Division; or the Equal Employment Opportunity Commission (EEOC). Acts of retaliation against employees or applicants, who participate in the complaint or grievance process (investigation or proceedings), are strictly prohibited and will not be tolerated. RFTA employees share in the responsibility to avoid harassing behavior and to report such conduct.



2018 Equal Employment Opportunity Program & Affirmative Action Plan Policy Statement

RFTA Executives, Directors, managers and supervisors will be held accountable and will share in the responsibility of ensuring compliance is achieved through understanding, communicating, monitoring and active involvement in the support of this EEO/AAP. Performance evaluations of Executives, Directors, managers and supervisors will include evaluating the success of the EEO/AAP, in the same manner as performance on other RFTA goals.

RFTA is thoroughly committed to undertaking and establishing a written Equal Employment Opportunity/Affirmative Action Policy and Program that sets direct, regulated policies, practices and procedures, which include specific goals and timetables.

A copy of this Equal Employment Opportunity/Affirmative Action Plan can be viewed on the RFTA website; www.rfta.com, by requesting a copy by email; nschoon@rfta.com or in writing to:

Roaring Fork Transportation Authority
Attn: Nicole Schoon, EEO/AA Officer
2307 Wulfsohn Road
Glenwood Springs, CO 81601

I am personally committed to a workplace that acts upon its daily responsibility to treat all employees and applicants with dignity, respect and equality. I expect all RFTA employees to monitor their conduct and behavior in the workplace and to act in conformance with the laws and guidelines of this Equal Employment Opportunity/Affirmative Action Plan.

Dan Blankenship
Chief Executive Officer
Roaring Fork Transportation Authority

Date