

# **The Broome County Department of Public Transportation Equal Employment Opportunity (EEO) Policy Statement**

The Broome County Department of Public Transportation is an Equal Employment Opportunity Employer/Affirmative Action (EEO/AA) Employer which complies with applicable federal and state laws.

As a matter of principal, the agency does not discriminate in employment on the basis of race, color, religion, sex, sexual preference, national origin, age, disability, veteran status, or any non-job-related characteristic. This policy extends to all aspects of employment including recruiting, hiring, training, and promoting persons in all job classification by imposing only valid, job-related requirements. The Broome County Department of Public Transportation is committed to ensuring that all personnel actions relating to compensation, benefits, transfers, terminations, training and education are administered in a non-discriminatory manner.

As part of this policy commitment, the Broome County Department of Public Transportation's EEO program commits to developing a written nondiscrimination program to which the agency is committed, and which is available for inspection upon request. The Broome County Department of Public Transportation's EEO program includes an Affirmative Action Plan aimed at achieving and valuing diversity in the workplace, including the establishment of goals and timetables in order to overcome the effects of past discrimination on minorities and woman. The Broome County Department of Public Transportation also makes reasonable accommodations for individuals with disabilities and for religious observances to the extent that such accommodations do not create undue hardships upon the general operations of the agency.

The responsibility for implementing the EEO Program is assigned to Christine Segrue, Personnel/EEO Officer who reports directly to the Broome County Executive. The EEO Officer's contact number is 607-778-2276.

The EEO program represents the importance and value of each employee or applicant for employment. Any person subjected to behavior in violation of this policy is encouraged to report such action immediately to the EEO Officer. All complaints will be treated seriously and investigated and resolved in a timely manner based upon the principle and practice that the Broome County Department of Public Transportation values every employee and applicant.

Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

All of the Broome County Department of Public Transportation's management staff shares in the responsibility of the EEO program and will be assigned specific tasks to assure compliance is achieved.

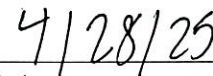
All applicants and employees have the right to file complaints alleging discrimination with the appropriate official(s). The Broome County Department of Public Transportation evaluates the performance of managers, supervisors, and others based on the success of the EEO program in the same manner that the agency evaluates their performance in other agency programs.

Performance by managers and supervisors will be evaluated on the success of the EEO program the same way as their performance is evaluated on other agency's goals.

The successful achievement of the EEO goals will provide benefits to the Broome County Department of Public Transportation. These benefits include greater utilization and development of previously underutilized human resources, which are reflective of the labor market in the community served by the Broome County Department of Public Transportation.



Jason T. Garnar, Broome County Executive



Date