

REAFFIRMATION OF UTAH TRANSIT AUTHORITY'S
EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Utah Transit Authority (UTA) hereby reaffirms its long-standing commitment to hire the best qualified applicant for position vacancies and to provide equal employment opportunities. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

UTA's Equal Employment Opportunity Program applies to all employment actions, including, but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination and rates of pay or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination. 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.

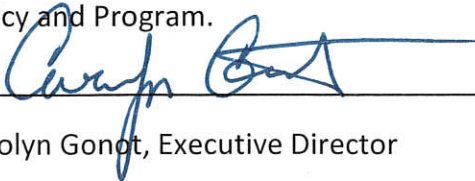
UTA is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

As UTA's Executive Director, I maintain overall responsibility and accountability for UTA's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Kenya Fail, Manager of Civil Rights Compliance (801-287-3535) as UTA's EEO Officer. Kenya Fail will report directly to me on all matters relating to civil rights compliance and acts with my authority with all levels of management, labor unions, and employees.

All UTA executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring UTA's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. UTA will evaluate its managers' and supervisors' performance on their successful implementation of Utah Transit Authority's policies and procedures, in the same way Utah Transit Authority assesses their performance regarding other agency goals.

Utah Transit Authority is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and make the EEO Program available for inspection by any employee or applicant for employment upon request.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity, respect, and equitably under the guidelines of our EEO Policy and Program.



Carolyn Gonot, Executive Director

8.28.19

Date