

**NOTICE
EQUAL EMPLOYMENT OPPORTUNITY POLICY
STATEMENT**

To all MARTA Employees, Contractors, and Subcontractors:

MARTA *will* comply with all applicable federal and state statutes, executive orders, and regulations regarding equal employment opportunity. These laws prohibit discrimination, require selection of individuals for employment to be based on job related criteria, and require posting of notices of employee rights.

MARTA is committed to ensuring equal employment opportunity in all personnel actions, including recruitment, selection, hiring, transfers, training, promotion, compensation, benefits, layoffs, terminations, and evaluation of all qualified persons, as provided for in applicable federal and state laws. MARTA is further committed to undertake an affirmative action program, including goals and timetables, in order to overcome the effects of past discrimination on minorities and women. All management personnel share in this responsibility and will be assigned specific tasks to assure compliance is achieved.

MARTA sub-recipients and contractors will select employees according to the requirements of the job and are committed to hiring, promoting, and retaining the best qualified persons for all positions regardless of race, color, religion, national origin, sex, age, disability, genetic information, pregnancy, sexual orientation, gender identity, domestic violence victim status, veteran, military or marital status, or any other protected group status ("protected classification"). MARTA will not discriminate on the basis of any of these characteristics. This applies to every personnel action including, but not limited to: promotion, transfer, demotion, disciplinary action, recruitment, reduction in force/recall, compensation, benefits, selection for training, and testing.

The MARTA policy on equal employment opportunity is disseminated to all new hires and posted at prominent locations throughout its facilities and on its intranet and website. Management is responsible for ensuring that policy statements remain prominently displayed on all official facility bulletin boards. Management and supervisor performance will be evaluated on the success of the equal opportunity program the same way as their performance on other Authority goals and objectives.

The successful achievement of equal employment opportunity goals will provide benefits to the recipient/sub-recipient/contractor through fuller utilization and development of previously underutilized human resources.

The MARTA General Manager/CEO has the ultimate responsibility for implementing and ensuring that equal employment opportunity program and affirmative action plan receive the highest level of priority. The GM/CEO has appointed the Executive Director of the Office of Diversity and Equal Opportunity as the Authority's Chief Compliance/EEO Officer.

The Office of Diversity and Equal Opportunity (DEO) will ensure that all of MARTA's decisions, activities, programs and services are equitable and do not adversely impact current or potential employees, customers, communities, businesses, or other stakeholders.

DEO offers the following services to all MARTA employees:

- Individual and Group Counseling on civil rights and employee responsibilities
- Conflict Resolution and Mediation Services
- Management Consultations on EEO concepts and applications
- Diversity Initiatives to increase cultural awareness
- Complaint Investigations, Determinations, and Corrective Actions
- Guidance on the Affirmative Action Plan and Compliance reports for Title VI/VII
- Coordination of the American with Disabilities Act (activities) and monitoring Authority-wide Compliance
- Training on Prevention of Sexual Harassment, Valuing Diversity/Respect In the Workplace, ADA Sensitivity, and Lawful Interviewing Techniques in conjunction with the Human Resources Department

For assistance or review of MARTA's Equal Employment Opportunity Program and if you (employee or applicant) wish to file a complaint, you have a right to do so by contacting Ferdinand L. Risco Jr., MBA, Executive Director of the Office of Diversity and Equal Opportunity at 404-848-4639 or frisco@itsmarta.com.



Keith T. Parker, AICP, General Manager/CEO



Date