

## MARTA's Equal Employment Opportunity Policy Statement

The Metropolitan Atlanta Rapid Transit Authority (MARTA) has a strong commitment to our employees and the communities we serve. Inherent in MARTA's vision and mission of enhancing the lives of all citizens and leading the way to a more connected future is our commitment to and assurance of equal employment opportunity.

As an Equal Opportunity Employer, MARTA is dedicated to enforcing civil rights provisions of applicable federal, state and local statutes and regulations and protecting the rights and opportunities of all employees and applicants for employment. MARTA is committed to hiring, promoting, and retaining the best qualified persons for all positions regardless of race, color, religion, national origin, gender, age, disability, genetic information, pregnancy, sexual orientation, gender identity, veteran status, military service, marital status, or other protected class except where any of the above is a bona fide occupational qualification. This applies to every employment action including, but not limited to: recruitment, selection, hiring, compensation, benefits, training, testing, evaluation, transfer, promotion, demotion, disciplinary action, layoffs, reduction in force and recall. Additionally, MARTA will provide reasonable accommodations to applicants and employees who need them because of a disability or to practice/observe their religion, absent undue hardship.

MARTA is further committed to developing and implementing an Equal Employment Opportunity Program, including goals and timetables, in compliance with regulatory requirements and in support of MARTA's commitment to foster a diverse and inclusive company culture. The EEO Plan will be available for inspection by any employee or applicant for employment upon request.

I, as the General Manager/CEO have the ultimate responsibility for implementing and ensuring that equal employment opportunity and affirmative action receive the highest level of priority. Paula Nash, Interim Executive Director of the Office of Diversity and Inclusion (ODI) is the Authority's Chief Compliance Officer and acts with my authority on all EEO matters with all levels of leadership, labor unions, and employees.

MARTA's Board of Directors, executives, management, and supervisory personnel, share in the responsibility for implementing and monitoring MARTA's Equal Employment Opportunity Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. MARTA will evaluate its managers and supervisors' performance on their successful implementation of MARTA's policies and procedures, in the same way that MARTA assesses their performance regarding other Authority's goals and objectives.

MARTA's Equal Employment Opportunity Policy applies to all contractors and sub-recipients who employ 50 or more transit related employees and request or receive federal transit funding in excess of \$1 Million in the previous federal fiscal year, or request or receive federal planning assistance in excess of \$250,000 in the previous federal fiscal year.

Discrimination is strictly prohibited in the workplace or in any location that could reasonably be regarded as an extension of the workplace, such as business travel, professional events or off-site training. It is against MARTA policy for any employee to discriminate against an applicant for employment or another employee on the basis of any protected category. 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. Any employee or applicant who believes they have been subjected to a violation of MARTA's EEO Policy, has the right to file a complaint and is encouraged to follow MARTA's Discrimination Complaint Procedures by reporting alleged incidents to MARTA's Office of Diversity and Inclusion (ODI). Complaints can be made by phone at 404-848-5240; and by mail or in person at 2424 Piedmont Rd NE, Atlanta, GA 30354. If it is determined that a violation of MARTA's EEO Policy has occurred, MARTA will take appropriate remedial action. Employees and applicants may also file a complaint with the appropriate state or federal agency.

Managers and supervisors are required to notify the Office of Diversity and Inclusion as soon as they receive a complaint or otherwise observe, learn about, or suspect any improper discriminatory or retaliatory conduct, regardless of whether or not:

- A written statement is provided contemporaneously,
- The complainant requests that no action be taken and/or requests confidentiality, or
- The complainant works in the manager/supervisor's department, division or unit.

Any employee who is found to have violated the EEO policy, or any supervisory or managerial employee who knowingly permits a violation of the EEO Policy to occur, may be subject to disciplinary action up to and including dismissal from employment.

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

This Policy Statement will be posted in prominent locations throughout MARTA's facilities and MARTA will update and reaffirm this EEO Policy Statement as needed.



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Jeffrey A. Parker  
General Manager and Chief Executive Officer

11/09/2018  
Date