



JOHNSON CITY TRANSIT SYSTEM EQUAL OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT

Johnson City Transit System (JCT) is an Equal Opportunity/Affirmative Action (EEO/AA) employer. As such, it is the policy and practice of JCT that:

1. No person shall be discriminated against in recruitment, selection, transfer, promotion, compensation, termination, and/or terms and conditions of employment because of his or her race, color, religion, national origin, gender, age, physical or mental disability, sexual orientation, genetic information, and/or veteran status;
2. JCT is committed to an Affirmative Action Program, including the establishment of goals and timetables, that continues JCT's previously-developed policies and practices regarding JCT's Affirmative Action position and that reflects additional actions and employment practices, which ensure that discrimination of any kind, real or perceived, is eliminated from the JCT culture;
3. The responsibility for the implementation of JCT's EEO Program is assigned to Charles Stahl IV, Assistant City Manager and EEO Officer of the Johnson City Transit System;
4. All management/supervisory personnel share in this responsibility and will be assigned specific tasks to assure compliance is achieved;
5. All applicants and employees have the right to file complaints alleging discrimination with the EEO Officer, who would direct unresolved comments to the City Manager;
6. Performance specifically related to contributions to the success of JCT's EEO Program by the Transit Director, supervisors, etc. will be evaluated the same way as their performance on other authority goals is evaluated;
7. Successful achievement of EEO goals will provide benefits to JCT through fuller utilization and development of previously underutilized human resources, as applicable.

To view the full JCT EEO/AA Plan, please see the *Johnson City Transit Policy Manual* located in the employee lounge.

M. Denis Peterson
City Manager
City of Johnson City