

**Policy Statement: EQUAL OPPORTUNITY POLICY**

**Date: August 3, 2009**

**Approved:**

  
**Chief Executive Officer**

RGRTA affirms its commitment to treat all applicants for employment and employees equally without regard to race, religion, creed, color, national origin, sex, age disability, veterans' status, marital status or other class prohibited by local, state or federal law. RGRTA is an Equal Employment Opportunity employer.

RGRTA supports affirmative action consistent with federal laws, court decisions, Executive Orders, regulations including goals and timetables in order to close any identified gaps in underutilization of minorities and women.

The responsibility for the implementation of the EEO program is assigned to the Chief Executive Officer, as EEO Director. The regular management of the EEO program on a day to day basis is the responsibility of the Chief Administrative Officer, as EEO Officer.

All RGRTA including all subsidiary operations Vice Presidents, Directors, Managers and first line supervisors share in the responsibility of ensuring compliance is only achieved through understanding and communicating as well as demonstrating support for this program on a day-to-day basis in the deployment of manpower to fulfill our commitment to the public for safe and efficient public transportation.

All applicants and employees have the right to file complaints alleging discrimination with the Chief Administrative Officer, or the Chief of Operations if there is a perceived conflict of interest based on the Chief Administrative Officer's participation with the determination to hire, or pending grievances related to the duties of the Chief Administrative Officer. Employees and applicants also have the right to file complaints with the Federal Equal Employment Opportunity Commission, and/or the New York State Division of Human Rights.

All Executive Team, Leadership Team, Vice Presidents, Directors, Managers as well as first line supervisors will be evaluated on an annual basis on the success of the EEO Program and their contribution to the development of a fuller utilization of previously underutilized human resources.

The successful achievement of RGRTA's EEO goals will serve to enhance and improve RGRTA's ability to achieve our vision to become recognized as the preeminent provider of public transportation in the United States providing world class service to our customers.