

Policy Statement

The Equal Employment Opportunity Plan is the Rock Island County Metropolitan Mass Transit District's (MetroLINK) written commitment to ensure equality of opportunity in its own employment practices as well as those of its vendors.

Specifically, it is the policy of MetroLINK that all terms and conditions of employment, including, but not necessarily limited to, recruitment, appointment, promotion, compensation, benefits, transfers, training and educational opportunities will be administered without regard to race, color, religion, sex, (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, family medical history or genetic information, political affiliation, military service, or other non-merit based factors) or any other consideration made unlawful by federal, state, or local laws.

The Equal Employment Opportunity Plan details action programs which will be undertaken to not only ensure equal employment opportunity but to seek out, employ and promote members of protected classes who are not sufficiently represented in the MetroLINK work force. MetroLINK has committed to undertake an affirmative action program, including goals and timetables, in order to overcome the effects of past discrimination on minorities and women. The ultimate goal will be parity, i.e., representation of minorities and women at all levels in the work force commensurate with their availability in the appropriate external labor market. Periodic evaluations of progress will be carried out.

In the area of contracting for goods and services, MetroLINK requires all contractors, vendors, and suppliers to comply with appropriate federal and state laws, rules and regulations and the equal employment policies of the District. This includes the submission of an affidavit by the supplier that the supplier does not and will not discriminate in its employment practices because of race, color, religion, sex, national origin, or any other consideration made unlawful by federal, state, or local laws.

Direct responsibility for development and implementation of the District's Equal Employment Opportunity Plan lies with the EEO Officer, Jennifer Garrity, Manager of Administration, who reports to the General Manager. However, all administrative personnel and supervisors share in this responsibility and will be assigned specific tasks to assure compliance is achieved. The performance of administrative personnel and supervisors will be evaluated on the success of MetroLINK's EEO program the same as their performance on other agency goals. Applicants, employees and contractors have the right to file complaints alleging discrimination using MetroLINK's complaint procedures and the MetroLINK EEO Officer.

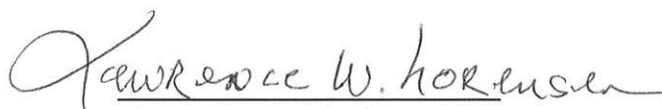
In addition the EEO Officer is directly responsible for the implementation of the policies of the District regarding affirmative action as it relates to third party contractors.

The achievement of the EEO goals results in benefits for MetroLINK and the Quad City community through fuller utilization and development of previously underutilized human resources.

The Rock Island Metropolitan Mass Transit District proclaims its support of this Equal Employment Opportunity Plan and encourages all persons without regard to race, color, religion, sex, (including pregnancy, gender identity, and sexual orientation), parental status, national origin, age, disability, family medical history or genetic information, political affiliation, military service, or other non-merit based factors to seek employment opportunities with the Transit District.

Dated this 24th day of February, 2016

Rock Island County
Metropolitan Mass Transit
District


Chairman, Board of Trustees


General Manager

Designation of EEO Officer

The overall day to day responsibilities for the direction and implementation of Equal Employment Opportunity policy, programs, and practices have been assigned to Jennifer Garrity, Manager of Administration, who will serve as the District's EEO Officer.

Signed this 24th day of February, 2016


Chairman, Board of Trustees
Rock Island County
Metropolitan Mass Transit District

Revised: February 24, 2016