



## EQUAL EMPLOYMENT OPPORTUNITY POLICY

Jacksonville Transportation Authority is an Equal Employment Opportunity employer. JTA affirms its commitment to treat all applicants for employment and employees equally without regard to race, religion, creed, color, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, disability, veteran status, marital status or other class protected by local, state, or federal law. JTA and its employees are prohibited to discriminate against an applicant for employment or employee on the basis of race, color, religion, creed, sex, (including gender identity, sexual orientation and pregnancy) age, genetic information, national origin, disability, veteran status, or any other basis protected by local, state, or Federal law, or to be excluded from participation in, or denied the benefits of, or be subject to discrimination under any project, program, or activity funded in whole or in part through Federal financial assistance.

JTA supports the concept of an active Equal Employment Opportunity (EEO) program consistent with Federal laws, court decisions, Executive Orders, and regulations, including goals and timetables, in order to overcome the effects of past discrimination on minorities and women. Such EEO program shall be made available for inspection by any employee or applicant for employee upon request.

The responsibility for the implementation of the EEO Program rests with me Nathaniel P. Ford, Sr. as Chief Executive Officer/Executive Director. The management of the EEO Program & day-to-day responsibilities shall be the responsibility of the Ken Middleton, AVP - Office of Small Business & Community Impact, who can be reached at 904-598-8728 and who reports directly to me as Chief Executive Officer of JTA. All managers and supervisors share in the responsibility of ensuring compliance is achieved through understanding, communicating, and active involvement in the support of this policy. Performance evaluations of managers and supervisors shall include evaluating the success of the EEO program in the same manner as performance on other goals.

Applicants and employees have the right to file complaints alleging discrimination with the EEO Officer, Federal or State Civil Rights Commissions, the U.S. Department of Transportation, and the EEOC. 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.

JTA is committed to providing reasonable accommodations to applicants and employees who need them due to a disability or to practice or observe their religion, absent any undue business hardship for providing such.

This policy extends to all areas of employment including recruitment, selection and placement, compensation, promotion, transfer, discipline, demotion, lay-off, termination, training, daily working conditions, benefits and all other terms and conditions of employment.

Achievement of EEO goals will benefit recipient/subrecipient/contractors through fuller utilization and development of underutilized human resources.

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Nathaniel P. Ford Sr.  
Chief Executive Officer

1/01/2020