

EQUAL EMPLOYMENT OPPORTUNITY POLICY

Gold Coast Transit District (GCTD) is an equal employment opportunity (at will) employer. At Gold Coast Transit District, as a matter of law and a matter of agency policy, selection for opportunities for hire, promotion, transfer, or training, as well as decisions regarding demotion, termination, layoff and other terms and conditions for employment shall occur without regard to race, color, creed, ancestry, national origin, gender, marital status, sexual orientation, gender identity, religion, veteran status, physical or mental disabilities, medical condition, age, political opinions or affiliations, or union membership activity or any other category protected by state or federal law.

It is further provided that no questions in any test, in any application form, or by any examiner or appointing authority shall be so framed as to attempt to elicit information concerning the applicant's race, color, creed, ancestry, national origin, gender, marital status, sexual orientation, gender identity, religion, veteran status, physical or mental disabilities, medical condition, age, political opinions or affiliations, or union membership activity or any other category protected by state or federal law.

Oversight of the Equal Employment Opportunity (EEO) Policy is assigned to the General Manager. However, all management personnel share in the responsibility to assure compliance with equal employment opportunity within GCTD and will be evaluated on the success of this program just as they are evaluated in achieving other GCTD goals.

Applicants or employees who believe that they have been discriminated against may file a complaint with the Director of Human Resources/EEO Officer, Alexander Zaretsky. General Manager, Vanessa Rauschenberger is the designated Affirmative Action Officer (AAO) for Gold Coast Transit District.

GCTD believes that the successful achievement of EEO goals will provide benefits to its passengers and employees through fuller utilization and the development of human resources.

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