



**SOUTH CENTRAL TRANSIT AUTHORITY'S
EQUAL EMPLOYMENT OPPORTUNITY
POLICY STATEMENT**

In accordance with the U.S. Department of Transportation, Federal Transit Administration, Circular C4704.1A, dated April 20, 2017, it is the policy of the South Central Transit Authority (“SCTA”) that Equal Employment Opportunity will be afforded to all individuals regardless of race, color, religion, national origin, sex (including gender identity, sexual orientation and pregnancy), disability, age, genetic information, veteran status or any other applicable legally protected category by federal, state or local laws who are employed or who desire employment with SCTA. This policy applies to all employment actions including but not limited to recruitment or recruitment advertising, hiring, promotions, terminations, demotions, transfers, layoffs, recall, classification, rates of pay or other forms of compensation, training, benefits and other terms and conditions of employment.

Further, SCTA is committed to undertaking and developing a written EEO program that sets forth the policies, practices and procedures, with goals and timetables, to which SCTA is committed in order to overcome the effects of past discrimination on minorities and women and shall make the EEO Program available for inspection by any applicant for employment or employee upon request.

The responsibility for the implementation of the EEO Program is assigned to the SCTA's Director of Administration & Human Resources as the EEO Officer. The Director of Administration & Human Resources reports directly to me as Executive Director regarding matters related to the implementation of the SCTA's EEO Program.

However, all management and supervisory personnel at SCTA share in this responsibility and will be assigned specific tasks, as appropriate, to assure compliance is achieved.

Recognizing the importance of the EEO program, the performance of Managers and Supervisors of SCTA will be evaluated based on their successful implementation of the EEO Program in the same manner SCTA evaluates their performance in achieving other SCTA programs.

Any applicant or employee has the right to file a complaint alleging discrimination with the SCTA's EEO Officer or the Pennsylvania Human Relations Commission. 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.

SCTA is committed to providing reasonable accommodation to applicants and employees who are in need of such reasonable accommodations.

It is the belief of the South Central Transit Authority that successful achievement of its EEO program will provide benefits to the community through fuller utilization and development of previously underutilized human resources.

Date:

4/21/2023



Greg Downing, Executive Director
South Central Transit Authority