

## **RTA EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

The Regional Transit Authority of Southeast Michigan (RTA) has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, ancestry, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, retaliation, or other protected classes.

RTA's Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay, or other forms of compensation.

As the Executive Director of RTA, I maintain overall responsibility and accountability for RTA's compliance with its EEO Policy and Program. I appointed Melanie Piana (Ms. Piana), RTA's Program Director to serve as the RTA's EEO Officer. Ms. Piana will be responsible for developing and implementing the RTA EEO Program as well as the day-to-day management, including program preparation, monitoring, and complaint investigation. In the interim, Ms. Piana will also be supported by consultants who are EEO experts and practitioners to assist in carrying out the EEO duties and responsibilities within RTA. However, management personnel at every level share the responsibility for promoting equal opportunity and ensuring EEO compliance.

All applicants and employees have the right to file complaints alleging discrimination. 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.

If an employee or applicant believes they have been subjected to discrimination or harassment on the basis of any of the protected classifications listed above and wishes to file a complaint, the employee or applicant is encouraged to do so by emailing concerns to [EEO@rtamichigan.org](mailto:EEO@rtamichigan.org), 248-809-0351 and 1001 Woodward Avenue, #1400, Detroit, Michigan, 48226. RTA will promptly initiate a thorough and impartial inquiry. In all cases, confidentiality is maintained throughout the investigation, to the extent practical and consistent with RTA's obligations to undertake a full inquiry and to make a determination. In addition, all employees are required to fully cooperate during the course of such investigation.

If it is determined that a violation of this Policy has occurred, RTA will take immediate action to remedy the concerns and implement corrective measures as deemed necessary/applicable. Any employee who is found to have violated this Policy will be

subject to disciplinary action up to and including dismissal from employment. Such an employee may also be subject to personal, legal and financial liability. In addition to the complaint procedures described in the preceding paragraph above, discrimination complaints may also be filed externally with the Michigan Department of Civil Rights (MDCR).

RTA is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

RTA is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices, and procedures to which the agency is committed and makes the EEO Program available for inspection by any employee or applicant for employment upon request.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of our EEO Policy and Program.

This Policy is posted in prominent, conspicuous, and accessible locations throughout RTA's facilities.



Ben Stupka  
Executive Director

9/27/2023  
Date

