



Yuma County Intergovernmental Public Transportation Authority

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EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

Adopted: October 1, 2011

Yuma County Intergovernmental Public Transportation Authority (YCIPTA) policy prohibits unlawful discrimination based on race, color, creed, gender, religion, marital status, registered domestic partner status, age, national origin or ancestry, physical or mental disability, medical condition including genetic characteristics, sexual orientation, or any other consideration made unlawful by federal, state, or local laws. It also prohibits unlawful discrimination based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics. All such discrimination is unlawful.

YCIPTA is committed to compliance with all applicable laws providing equal employment opportunities. This commitment applies to all persons involved in YCIPTA operations and prohibits unlawful discrimination by any employee of YCIPTA, including supervisors and coworkers. YCIPTA considers the attainment of equal employment a major objective and is committed to providing equal employment opportunities to all qualified persons.

YCIPTA will not discriminate with respect to recruitment, hiring, training, promotion, and other terms and conditions of employment. YCIPTA is an EEO employer and makes employment decisions on the basis of merit. All other personnel actions or programs such as compensation, benefits, transfers, layoffs, recalls, YCIPTA-sponsored training, education, tuition assistance, social and recreational programs will be administered in a nondiscriminatory manner. All employment decisions shall be consistent with the principle of EEO policy.

An employee who believes that they have been subject to any form of unlawful discrimination shall provide a verbal or written complaint to the Executive Director. The complaint must be specific and must include the names of the individuals involved and the names of any witnesses. YCIPTA will immediately undertake an effective, thorough, and objective investigation and attempt to resolve the situation. If the complaint is against the Transit Director, the employee shall make the complaint to the Chair of the YCIPTA Board of Directors or the YCIPTA Legal Counsel.

If YCIPTA determines that unlawful discrimination has occurred, effective remedial action will be taken commensurate with the severity of the offense. Appropriate action also will be taken to deter any future discrimination. YCIPTA will not retaliate against the employee for filing a complaint and will not knowingly permit retaliation by management employees or coworkers.

Approved:

John Andoh, Transit Director

9-26-11
Date

Yuma County Intergovernmental Public Transportation Authority Board Of Directors
Robert L. Pickels, Chairman - Yuma County, Greg Wilkinson, Vice Chairman - City of Yuma,
Dr. Larry Gould - Northern Arizona University, Dr. Glenn Mayle – Arizona Western College,
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John Andoh, Transit Director