



**ROCKFORD MASS
TRANSIT DISTRICT**

Lawrence J. Morrissey
Mayor

Gary L. Marzorati
Chairman
Herbert L. Johnson
Vice Chairman
Michael H. Wilcop
Secretary/Treasurer
Richard W. McVinnie
Executive Director

EQUAL EMPLOYMENT OPPORTUNITY STATEMENT OF POLICY

The Rockford Mass Transit District is committed to affording equal employment opportunity to all qualified persons regardless of race, color, creed, national origin, gender, age, marital status, military status, disability, ancestry, or unfavorable discharge from military service. In keeping with the intent of this policy, the District will adhere to the following practices:

- Recruitment, selection, promotion, terminations, transfers, layoffs, compensation, training, benefits, and all other terms and conditions of employment in all job classifications will be conducted without regard to race, color, creed, national origin, gender, age, marital status, military status, disability, ancestry, or unfavorable discharge from military service.
- A commitment to undertake an affirmative action program has been made, including goals and timetables, in order to overcome the effect of any past discrimination on minorities and women.
- The Marketing & Public Relations Specialist/EEO Officer, Lisa Brown, under the supervision of the Executive Director is responsible for the implementation of the District's Equal Employment Opportunity Program.
- To ensure success of the District's Equal Employment Opportunity Program, all Management personnel will share responsibility for the implementation of the program. In accordance with this goal, Management personnel will be assigned specific tasks to assure compliance with the program.
- Employees and applicants have the right to file complaints alleging discriminatory treatment with the District's EEO Officer, Lisa Brown, lbrown@rmttd.org or 815.961.9000.
- The performance of managers, supervisors, etc. will be evaluated on the success of the EEO Program the same manner in which their performance on other District goals is evaluated.
- Successful achievement of the EEO goals will provide benefits to the recipient/subrecipient/contractor through fuller utilization and development of previously underutilized human resources.

Date:

12-17-15

Approved: _____