

***EQUAL EMPLOYMENT OPPORTUNITY  
STATEMENT OF POLICY***

The Rockford Mass Transit District has a strong commitment to the community we serve and to 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 or otherwise discriminated against based on race, color, religion, national origin, sex (including gender identity, sexual orientation and pregnancy), age, genetic information, disability, veteran status or other protected class under applicable Federal and/or State law.

The Rockford Mass Transit District Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, recruitment advertising, hiring, upgrading, selection for training, promotion, transfer, demotion, layoff, discipline, termination, rates of pay or other forms of compensation, treatment of employees and/or other terms or conditions of employment.

The Rockford Mass Transit District is committed to undertaking, developing, distributing and maintaining a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the District is committed and to make the EEO program available for inspection by any employee or applicant for employment upon request.

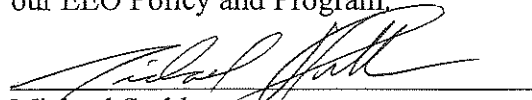
All applicants and employees have the right to file complaints alleging discrimination with the District's EEO Officer, (designated below). Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

The Rockford Mass Transit District is also 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.

As the Rockford Mass Transit District's Executive Director, I maintain overall responsibility and accountability for RMTD's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring and complaint investigation, I have appointed Lisa Brown, Marketing & PR Specialist, [lbrown@rmttd.org](mailto:lbrown@rmttd.org), or 815.961.9000, as the District's EEO Officer. The EEO Officer reports directly to me and acts with my authority with regard to the administration and enforcement of this EEO Policy with all levels of management, labor unions, and other employees.

All Rockford Mass Transit District executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring RMTD's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. The Rockford Mass Transit District will evaluate its managers' and supervisors' performance on their successful implementation of the District's policies and procedures, in the same way the District assesses their performance regarding other goals of the District.

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.

  
\_\_\_\_\_  
Michael Stubbe  
Executive Director

01/27/20  
Date



**Board Resolution**

WHEREAS, the Rockford Mass Transit District exists to serve all of the people of the City; and

WHEREAS, the Rockford Mass Transit District recognizes the responsibility of implementing Federal and State equal employment laws, regulations and Executive orders; and

WHEREAS, an Equal Employment Opportunity Program has been prepared for the purpose of fulfilling said responsibilities of the Rockford Mass Transit District.

NOW, effective as of 01/27/2020, the RMTD is hereby directed by the Board of Trustees to implement and enforce the prepared Equal Employment Opportunity/Affirmative Action Program.

A handwritten signature in black ink, appearing to be 'C. Williams', written over a horizontal line.

Chairman

A handwritten signature in black ink, appearing to be 'A. K. El', written over a horizontal line.

Vice-Chairman

A handwritten signature in black ink, appearing to be 'D. G. R.', written over a horizontal line.

Secretary/Treasurer