

**ANN ARBOR AREA TRANSPORTATION AUTHORITY  
EQUAL EMPLOYMENT OPPORTUNITY POLICY**

Ann Arbor Area Transportation Authority (AAATA) 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, creed, color, religion, alienage or national origin, ancestry, citizenship status, sex (including gender identity, gender expression, sexual orientation, and pregnancy), marital status, age, genetic information, disability or handicap, veteran status, arrest record, height, weight, or any other characteristic or status protected by applicable federal, state or local laws.

AAATA 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, termination, rates of pay or other forms of compensation, and treatment of employees.

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.

AAATA is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their sincerely held religious beliefs, absent undue hardship.

As AAATA's Chief Executive Officer, I maintain overall responsibility and accountability for the AAATA's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Gwyn Newsome, Human Resources Manager, [gnewsome@theride.org](mailto:gnewsome@theride.org) as AAATA's EEO Officer. Gwyn will report directly to me and acts with my authority with all levels of management, labor unions, and employees.

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

AAATA is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and make 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.

  
Matt Carpenter, CEO

Dec 15, 2020  
Date