

CNYRTA/CENTRO
EQUAL EMPLOYMENT OPPORTUNITY POLICY

The Central New York Regional Transportation Authority has on many occasions expressed its support and commitment to the principle of equal employment opportunity. It is therefore the policy of CNYRTA/Centro, in accordance with applicable federal, state and local laws, not to discriminate against any applicant for employment or any employee or to tolerate harassment of our employees because of race, color, religion, age, gender, national origin or ancestry, marital status, veteran status, sexual orientation, disability, and any other classifications or categories protected by federal, state or local law. Job applicants and employees are evaluated solely on ability, experience and job performance. This commitment to equal employment opportunity applies to all aspects of employment, including recruitment, selection/hiring, rates of pay and other forms of compensation, benefits, training, promotions or upgrades, transfers, disciplinary actions, demotions, and layoff or terminations.

In keeping with the intent of this policy, CNYRTA/Centro will adhere strictly to the following personnel practices:

1. Employment decisions will be made in such a manner as to further the principle of equal employment opportunity.
2. Recruitment, hiring, and promotion of individuals in all job classifications will be conducted without regard to race, color, religion, age, gender, national origin or ancestry, marital status, veteran status, sexual orientation, or physical or mental disability unrelated to an individual's ability to perform the essential functions of his or her position. All other personnel actions, including terminations, transfers, layoffs, compensation, training, benefits, and other terms and conditions of employment, will be administered without regard to these factors.
3. CNYRTA/Centro has undertaken an affirmative action program, including goals and timetables, to encourage equal employment opportunity for members of groups that have previously been underrepresented in the work force. Successful achievement of EEO goals will provide benefits to the organization through further utilization and development of a diverse workforce.
4. The Vice President of Communications and Business Planning, Steven Koegel, has been designated as the Equal Employment Opportunity ("EEO") Coordinator, with overall responsibility for administering the EEO Program. His contact information is:

Steven Koegel
Vice President of Communications and Business Planning
Central New York Regional Transportation Authority
200 Cortland Avenue, P.O. Box 820
Syracuse, NY 13205-0820
Telephone: (315) 442-3374
E-mail: skoegel@centro.org

5. All management personnel share in this responsibility. They will be assigned specific tasks to assure that compliance is achieved, and their performance will be evaluated on the success of the EEO program.
6. Applicants and employees have the right to file complaints alleging discrimination. Complaints may be filed with the department manager or the Vice President of Communications and Business Planning. Discrimination or retaliation against persons who file such complaints is strictly prohibited. All complaints will be investigated, and appropriate corrective action will be taken if determined to be necessary after investigation.

This policy is implemented by means of an Equal Employment Opportunity program, which is updated periodically and is available in the Human Resources Department for review by all employees.


Deputy Chief Executive Officer


Date