




EQUAL EMPLOYMENT OPPORTUNITY POLICY

Central Florida Regional Transportation Authority/LYNX

1. LYNX is an Equal Employment Opportunity employer. LYNX affirms its commitment to treat all applicants for employment and employees equally without regard to race, religion, creed, color, national origin, sex, age, disability, veteran status, marital status, compensations discussions, or disclosures, or other class protected by local, state, or federal law. LYNX and its employees are prohibited from discriminating against an applicant for employment or employee on the basis of race, color, religion, creed, sex, age, national origin, or any other basis protected by local, state, or Federal law, or to be excluded from participation in, or denied the benefits of, or be subject to discrimination under any project, program, or activity funded in whole or in part through Federal financial assistance. This policy extends to all areas of employment including recruitment, selection and placement, compensation, promotion, transfer, discipline, demotion, lay-off, termination, training, daily working conditions, benefits and all other terms and conditions of employment.
2. LYNX supports the concept of an active affirmative action program consistent with Federal laws, court decisions, Executive Orders, and regulations, including goals and timetables, in order to overcome the effects of past discrimination on minorities and women.
3. The responsibility for the implementation of the EEO Program rests with me James E. Harrison as Chief Executive Officer (CEO). The management of the EEO Program and day-to-day responsibilities shall be the responsibility of Desna Hunte, Compliance Manager, (407) 254-6117, as EEO Officer.
4. All LYNX managers and supervisors share in the responsibility of ensuring compliance is achieved through, understanding, communicating, and participation through active involvement in the support of this policy.
5. Applicants and employees have the right to file complaints alleging discrimination with Desna Hunte as the EEO Officer, (407) 254-6117, Federal or State Civil Rights Commissions, the U.S. Department of Transportation, and the EEOC.
6. Performance evaluations of managers and supervisors shall include evaluating the success of the EEO program in the same manner as performance on other goals.
7. Achievement of EEO goals will benefit recipient/sub-recipient/contractors through fuller utilization and development of previously underutilized human resources.

This statement shall be reissued annually and disseminated/posted in public forums.

Approved by:  Date: 05/15/19
James E. Harrison, Chief Executive Officer