



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Central Florida Regional Transportation Authority (LYNX) 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, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

LYNX's Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

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.

LYNX is 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 LYNX's Chief Executive Officer, I maintain overall responsibility and accountability for LYNX's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation. I have appointed Valentina Larue, EEO Compliance Administrator, as LYNX's EEO Officer. The EEO Officer can be reached at eeoofficer@golynx.com or at (407) 254-6190. This position will report directly to me regarding all areas of EEO and Civil Rights under my authority with all levels of management, labor unions and employees.

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

Central Florida Regional Transportation Authority (LYNX) is committed to undertaking and developing a written nondiscrimination program that sets for 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.

LYNX will in accordance with FTA Circular C4704.1A submit to the State DOT its Equal Employment Opportunity Program document for compliance with statutes and regulations.

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.

Tiffany Homler Hawkins, Chief Executive Officer

12/16/24

Date