

# EQUAL EMPLOYMENT OPPORTUNITY CLEMSON AREA TRANSIT POLICY STATEMENT

Clemson Area Transit affirms its commitment to treat all applicants for employment and employees equally without regard to race, religion, creed, color, national origin, sex, age, disability, veterans' status, marital status, or other class prohibited by local, State, and Federal law. CAT is an Equal Employment Opportunity employer. CAT is prohibited or any of its employees to discriminate against an applicant for employment or another employee on the basis of race, color, and religious creed, sex, age, national origin, or any other basis prohibited 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. Clemson Area Transit prohibits the harassment of any employee or job applicant on the basis of their protected class status. Clemson Area Transit will commit the necessary time and resources, both financial and human, to achieve the goals of Equal Employment Opportunity and Affirmative Action. CAT is committed to provide reasonable accommodations to applicants and employees.

Clemson Area Transit will take Affirmative Action to ensure that all employment practices are free of such discrimination. Employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. CAT 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 discrimination on minorities and women.

Clemson Area Transit has appointed Laura Merritt, Operations Manager, as the EEO Coordinator to manage the Equal Employment Opportunity Program. The responsibilities include monitoring all Equal Employment Opportunity activities and reporting the effectiveness of this Affirmative Action Program, as required by Federal, State and Local agencies. The EEO Coordinator has direct and independent access to CAT's CEO/General Manager.

All Clemson Area Transit managers and supervisors share in the responsibility of ensuring compliance is achieved through understanding, communicating, and active involvement in the support of CAT's EEO Plan. Performance evaluations will include evaluating the success of the EEO program in the same manner as performance on other goals.

Applicants and employees have the right to file complaints alleging discrimination with the CEO/General Manager, Transit Supervisor, Supervisors, Managers, Federal and or State Civil Rights Commission, and the EEO Coordinator.