

**REAFFIRMATION OF UTAH TRANSIT AUTHORITY'S
EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

The Utah Transit Authority (UTA) hereby reaffirms its long-standing commitment to hire the best qualified applicant for position vacancies (in UTA judgment) and to providing equal employment opportunities to all persons regardless of race, color, creed, sex, nation origin, age (40 and above) and disability, except where a disability may be in conflict with a bona fide occupational qualification.

UTA has developed an Equal Employment Opportunity Program outlining how it proposes to accomplish this objective.

- *UTA will take positive steps to ensure that no person is subject to discrimination in such personnel practices as recruitment, selection, transfer, promotion, layoffs, training, compensation, benefits, and other terms and conditions of employment.*
- *If UTA identifies under-utilization of minorities or women, UTA will undertake an affirmative action program, including goals and timetables, in order to remedy the effects of past discrimination or minorities and women.*
- *UTA will require that all employees accept responsibility for ensuring that the workplace is free from harassment based on race, color, religion, sex, national origin, age, or disability.*
- *The General Manager is responsible to ensure compliance and coordination with this policy statement and Equal Employment Opportunity Program. The General Manager has delegated responsibility for the designing, auditing and reporting of the progress of the EEO Program, as well as the investigation of any complaints, to the Manager of Civil Rights Compliance.*
- *All management personnel share responsibility for the implementation of the EEO Program the same as they are on other UTA goals.*
- *All management personnel will be evaluated on the success of the EEO Program the same as they are on other UTA goals.*
- *The UTA recognizes that successful achievement of EEO goals will provide benefits to our organization through fuller utilization and development of previously under-utilized human resources.*

Any complaints of employment discrimination by applicants, employees or others should be brought to the attention of the Manager of Civil Rights Compliance at 3600 South 700 West, Salt Lake City, Utah or General Counsel at 669 West 200 South, Salt Lake City, Utah or by calling (801) 262-5626.



Michael Allegra
General Manager



Gregory H. Hughes
Chair, Board of Trustees

11/22/11

Date