

EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION STATEMENT OF POLICY

The Delaware Transit Corporation (DTC) 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.

DTC is committed to ensuring all employment actions, including but not limited to; recruitment, recruitment advertising, hiring, training, transfer, promotion, demotion, termination, rates of pay, or other forms of compensation, and the treatment of employees will be administered without regard to race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

As DTC's Chief Executive Officer (CEO), I maintain overall responsibility and accountability for compliance with our Equal Employment Opportunity (EEO) Program. To ensure day-to-day management; including program preparation, monitoring and complaint investigation, I have appointed Kevin Reagan, Deputy Chief Human Resource Officer as DTC's EEO Officer. Kevin Reagan will report directly to me and acts with my authority with all levels of management and employees. He can be contacted via email at Kevin.Reagan@Delaware.gov or via phone at 302-760-2891.

DTC 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.

All applicants for employment 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. Employees or applicants for employment who believe they have been unlawfully discriminated against, been subjected to harassment or retaliation, or have witnessed such conduct, may file a complaint with the EEO Officer or by calling the Civil Rights Hotline Voicemail Box at 1-800-652-3278, Option 8. Calls are returned within one business day.

All management, and supervisory personnel share in the responsibility for implementing and monitoring the EEO Program within their respective areas and are assigned specific tasks to ensure compliance is achieved. DTC evaluates the performance of its managers and supervisors, and others based on the success of the EEO Program in the same way performance is assessed against other agency goals.

DTC is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which DTC is committed and to make the EEO Program available for inspection by any employee or applicant for employment upon request.

I am personally committed to a workplace that acts upon its responsibility to treat all applicants and employees equitably with dignity and respect under the guidelines of our EEO Program.



John T. Sisson, CEO
Revised- October 6, 2020

