

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 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.

DTC's Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, training, transfer, promotion, demotion, 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.

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

As DTC's Chief Executive Officer, I maintain overall responsibility and accountability for compliance with our EEO Plan. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Bonnie Hitch, Director of Civil Rights as DTC's EEO Officer. Bonnie Hitch will report directly to me and acts with my authority with all levels of management and employees. Her contact information is bonnie.hitch@state.de.us via email and 302-760-2809 via telephone.

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

All executives, management, and supervisory personnel share in the responsibility for implementing and monitoring the EEO Plan within their respective areas and will be assigned specific tasks to ensure compliance is achieved. DTC will evaluate its Chiefs', Managers' and Supervisors' performance on their successful implementation of EEO goals, objectives, policies and procedures, in the same way their performance is assessed regarding 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 Plan available for inspection by any employee or applicant for employment upon request.

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 Plan.