



EQUAL EMPLOYMENT OPPORTUNITY

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Section 1. EEO Policy Statement

The Rogue Valley Transportation District (RVTD) is firmly committed to the principles and spirit of Equal Employment Opportunity (EEO) for all employees and employment applicants. It is a fundamental policy of RVTD to comply with all federal laws that prohibit employment discrimination on the basis of race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, retaliation or any other protected class. In addition, Rogue Valley Transportation District will make reasonable accommodations for employees and applicants with disabilities or to practice or observe their religion if it can do so without undue hardship.

RVTD's EEO program is designed to comply with all applicable federal, state and local EEO laws, directives and regulations and covers all human resource actions including, but not limited to: recruitment and recruitment advertising, job assignments, promotions, terminations, transfers, demotions, layoffs, rates of pay and other forms of compensation, benefits, treatment of employees, and other terms and conditions of employment as set forth under the requirements of FTA Circular 4704.1A.

To further assure that appropriate program measures are implemented and monitored to assure Rogue Valley Transportation District's commitment to its EEO program, the Administration Manager has been designated as the EEO Program Manager and is responsible to assure that equal employment opportunities and practices affecting all conditions of employment are maintained throughout the organization and coordinating the investigation of EEO complaints. Employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor, the EEO Program Manager or the General Manager, who also serves as RVTD's Civil Rights & Compliance Manager.

Moreover, for effective administration and implementation of the RVTD's Equal Employment Opportunity Program, there must be involvement, commitment and support of executives, managers and supervisors. Managers and supervisory personnel share in the responsibility for the implementation of RVTD's EEO program and will be held accountable for their actions or inaction in this area and will be evaluated in carrying out these responsibilities. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

RVTD's EEO Program is available for inspection by any employee, applicant for employment or member of the public, upon request, between 8:00 a.m. and 5:00 p.m., at 101 S. Front St., Medford, Oregon or by calling (541) 779-5821.

RVTD will update and reaffirm this EEO program's policies and procedures as needed.


Julie A. Brown, GM/Civil Rights & Compliance Manager

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Date