

EEO Policy Statement

Harbor Transit Multi Modal Transportation System (Harbor Transit) has a strong commitment to the communities that we serve and to our employees. As an equal opportunity employer, we strive to have a workforce that reflects the communities 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.

Harbor Transit's Equal Employment Opportunity (EEO) policy applies to all employment actions — including but not limited to recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, 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.

Harbor Transit 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 Harbor Transit's Executive Director, I maintain overall responsibility and accountability for Harbor Transit's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed the Human Resources Director, 616-842-3220, as Harbor Transit's EEO Officer. The Human Resources Director will report directly to me and acts with my authority with all levels of management and employees.

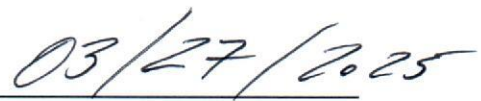
All Harbor Transit executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring Harbor Transit's EEO Policy and Program within their respective areas, and will be assigned specific tasks to ensure compliance is achieved. Harbor Transit will evaluate its managers' and supervisors' performance on their successful implementation of Harbor Transit's policies and procedures in the same way Harbor Transit assesses their performance regarding other agency's goals.

Harbor Transit is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices, and procedures to which the agency 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 daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of our EEO Policy and Program.



Signature
Scott Borg, Executive Director



Date