



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT



PSTA is committed to practicing equal employment opportunity (EEO) and non-discrimination in all personnel actions, including but not limited to recruitment and recruitment advertising, hiring, upgrading, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation, and treatment of employees. Personnel actions will be administered without regard to race, color, religion, creed, ancestry, national origin, sex/gender (including gender identity, sexual orientation, and pregnancy), age, marital status, genetic information, disability, veteran status, or other protected class. PSTA 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 part of PSTA's commitment to EEO, all new hires receive copies of the agency's EEO Policy Statement and Anti-Harassment Policy on their first day of work. The policies are posted throughout the facility and at each external bus terminal.

The Chief Executive Officer (CEO) has the primary responsibility for the implementation and enforcement of the EEO Program. The CEO is also instrumental in creating a proactive attitude among the management team towards achieving the EEO goals. The day-to-day responsibility of implementing this program rests with the Director of HR/EEO Officer, who reports directly to the CEO on all matters related to the progress and status of the agency's EEO programs. The Director of HR/EEO Officer, Patricia Collins, is dedicated to the philosophy and policy of this program. Employees or those seeking employment who have concerns or questions about the EEO Policy or Anti-Harassment Policy are encouraged to contact Patricia Collins at (727) 540-1855.

Applicants and employees have the right to file complaints alleging discrimination with the Director of Human Resources/EEO Officer or any appropriate PSTA official. 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.

All management and supervisory personnel share in responsibility for PSTA's EEO Program and are assigned specific tasks to ensure and achieve compliance. Performance by managers and supervisors is evaluated on the success of the EEO Program the same way as their performance in other PSTA programs.

PSTA's commitments include, but are not limited to, the following:

- Maintain a written nondiscrimination program that sets forth the policies, practices, and procedures, with goals and timetables to which PSTA is committed, and which is available to any employee or applicant for employment upon request.
- Periodically evaluate all areas of its employment practices under the principles of equal employment opportunity.

Brad Miller, CEO

9/11/19
Date

Patricia Collins, Director of HR/EEO Officer

9/11/19
Date