



## Equal Employment Opportunity Policy Statement

Capital Area Rural Transportation System (CARTS) commitment is to provide equal employment opportunity (EEO) for all persons and maintains a workforce environment that is free of discrimination.

The policy of CARTS is to ensure that no employee or applicant for employment is denied equal opportunity because of race, color, sex, national origin, religion, age, disability, marital status, pregnancy, sexual orientation, gender identity, genetic information, veteran status, or any other non-merit-based factor.

All employees and applicants for employment have the right to file complaints alleging discrimination and harassment without fear of reprisal. We will take swift and appropriate corrective and/or disciplinary action, including dismissal, when employees are found to have engaged in discrimination, retaliation, or harassment, which are prohibited by our policies regardless of whether the discrimination, retaliation, or harassment violates Federal law.

CARTS will continue to identify and eliminate barriers to equal employment opportunities for individuals with disabilities and groups with a low participation rate of employment in the workforce.

Employees and applicants for employment who believe they have been subjected to unlawful discrimination or retaliation for opposing discrimination in the Agency or hindered from participating in the employment discrimination complaint process are encouraged to contact CARTS EEO Officer.

CARTS General Manager maintain overall responsibility and accountability for CARTS's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Pearl Jackson, Deputy General Manager, as CARTS's EEO Officer. She may be reached by phone at 512-505-5605 or by e-mail at [pearl@ridecarts.com](mailto:pearl@ridecarts.com). Mrs. Jackson will report directly to me and acts with my authority with all levels of management and employees.

As CARTS General Manager, I am committed to a workplace that reflects America's diversity through effective outreach, recruitment, hiring, and employee development. Equal opportunity to work and advance based upon merit is the law and is not optional. All managers and supervisors will ensure that our employees are given equal opportunity for training and career development programs, promotions, awards and recognitions, and other applicable benefits and privileges of employment under the guidelines of our EEO Policy and Program.

David Marsh  
General Manager  
CARTS

Date