

## UTA's Equal Employment Opportunity STATEMENT OF POLICY

Utah Transit Authority (hereinafter "UTA") has a strong commitment to our employees, our customers, our business partners, and to the communities we serve. UTA provides integrated mobility solutions to service life's connections, improve public health and enhance quality of life. This is evident in living the "UTA Way" through our mission, focus, values and guiding principles which serve a framework for our culture. UTA commits to providing every UTA employee, customer, and business partner with a work and service environment free from discrimination or harassment on any prohibited basis, including, race, color, religion, national origin, disability, age, pregnancy, sex, sexual orientation, gender identity, veteran's status, status as a parent or genetic information. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. Therefore, it is our policy to promote equal opportunity as it relates 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, without regard to any of the protected categories, set forth above.

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 a protected activity is strictly prohibited. UTA provides reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship. UTA prohibits engaging in sexual harassment of any kind, including hostile work environment harassment (any unwelcome behavior that is sexual in nature in the workplace), quid pro quo harassment (in which the supervisor requests sexual favors in exchange for some benefit), or same sex harassment. Prohibited sexual harassment can be physical (such as unwelcome touching), verbal (such as sexual banter, demeaning jokes, discussing one's sexual activities), or visual (such as sexual cartoons, sexually suggestive photos and/or posters).

As UTA Executive Director, I am responsible and accountable for UTA's compliance with its EEO Plan and Program. I have appointed Kenya Fail, Manager of Civil Rights, to ensure day-to-day management of UTA's EEO Plan and Program, including program preparation and monitoring. I have appointed Kim Shanklin, Chief People Officer, ([eeoofficer@rideuta.com](mailto:eeoofficer@rideuta.com)) as UTA's EEO Officer. Ms. Shanklin will report directly to me and acts with my authority with all levels of management, labor unions, and employees. All EEO investigations will be conducted by UTA's Internal Audit Office to ensure there is no conflict of interest or appearance of conflict interest. UTA will evaluate its supervisors' performance on their successful implementation of UTA's policies and procedures, in the same way they assess their performance regarding other agency's goals.

UTA commits to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and make the EEO Plan available for inspection by any employee or applicant for employment upon request. I commit to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitability under the guidelines of our EEO Policy and Plan.



Jay Fox  
Executive Director

July 12, 2022

Date