

**EQUAL EMPLOYMENT OPPORTUNITY/DIVERSITY POLICY  
STATEMENT**



To all TARC Employees, Contractors, and Subcontractors:

TARC has a strong commitment to our employees and to the community we serve. Inherent in our mission to explore and implement transportation opportunities that enhance the social, economic and environmental well-being of the Greater Louisville community is our commitment to and assurance of equal employment opportunity.

As an equal opportunity employer, we strive to have a workforce that reflects the community 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 as provided by Title VI of the Civil Rights Act of 1964, as amended in 1991, and Title VI of the Civil Rights Act of 1964 and its implementing regulations, state or local law, and/or internally adopted policies of TARC.

Equal opportunity is the responsibility of the entire workforce. All members of management must be familiar with TARC's EEO policy, must fully support it, and are responsible for applying these principles in good faith. All employees are responsible for conduct consistent with TARC's EEO Policy and are expected to demonstrate respect for all co-workers. Equal Employment Opportunity 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. TARC 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.

Discrimination or harassment of any kind is strictly prohibited in the workplace or in any location that could reasonably be regarded as an extension of the workplace, such as business travel, professional events or offsite training. 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.

As the TARC team, we have the ultimate responsibility and accountability for TARC's compliance with its EEO Policy and Program and affirmative action receives the highest level of priority. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, TARC has appointed an EEO Officer. The EEO Officer will report directly to the Executive office and acts with full authority with all EEO matters with all levels of management, labor unions, and employees.

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

TARC's EEO Policy applies to all contractors and sub-recipients who employ 50 or more transit-related employees and request or receive federal transit funding in excess of \$1 Million in the previous fiscal year, or request or receive federal planning assistance in excess of \$250,000 in the previous federal fiscal year.

TARC is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which TARC is committed and make the EEO Program available for inspection by any employee or applicant for employment upon request.

Any employee or applicant, who believes they have been subjected to a violation of TARC's EEO Policy, has the right to file a complaint and is encouraged to follow TARC's Complaint Procedures by reporting alleged incidents to TARC's Office of Diversity and Inclusion.

Complaints can be made by phone to our Diversity and Inclusion Officer, Tim Findley, at (502) 561-5106, [diversityinclusion@ridetarc.org](mailto:diversityinclusion@ridetarc.org), using the Ethics Tip-line by calling 1-844-916-1266, by email at <http://ridetarc.ethicspoint.com>, or by mail or in person at 1000 W. Broadway, Louisville, KY 40203.

  
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Carrie Butler, Executive Director

SEPTEMBER 29, 2020  
Date