



STATEMENT OF EEO POLICY

The Norwalk Transit District (the District) has a strong commitment to the community we serve and our employees. 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.

The District's Equal Employment Opportunity (EEO) policy applies to all employment actions including but not limited to, recruitment or recruitment advertising, hiring, upgrading, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation and treatment of employees will be administered without regard to race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

The District is committed to develop 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 Program available for inspection by any employee or applicant for employment upon request.

All applicants and employees have the right to file complaints alleging discrimination with the EEO officer or EEO coordinator. 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.

Norwalk Transit District 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.

All District executives, management, and supervisory personnel share in the responsibility for implementing and monitoring the District's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved.

The District will evaluate the performance of managers, supervisors, and others based on the success of the EEO Program in the same manner that the agency evaluates their performance in other agency programs.

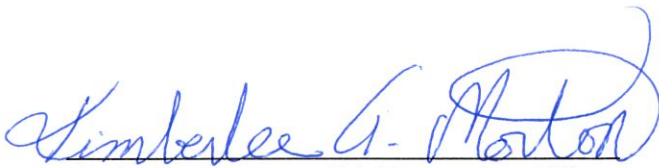
District employees are protected under the EEO law, furthermore employees may seek assistance if they believe they have been subject to unlawful employment discrimination. The District is committed to implementing the EEO policy on a regular and continued basis.

The District is committed 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 Program available for inspection by any employee or applicant for employment upon request.

As the Districts CEO, I maintain overall responsibility and accountability for the District's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, implementation and complaint investigation, I have appointed Matt Pentz, Chief Financial Officer (203) 299-5165 as the District's EEO Officer. Mr. Pentz will report directly to me and acts with my authority with all levels of management, labor unions, and employees. Jennifer Flores, Human Resources Generalist (203) 299-5164, has been appointed EEO Coordinator is responsible for compiling data, receiving complaints, reviewing EEO related matters and making informed recommendations to the EEO Officer.

The name and contact information for the EEO Officer and EEO coordinator is listed in the policy statement above. The District will review and update the EEO policy, at a minimum, every four years, at the time of the agency's EEO Program submission or after the naming of a new CEO, EEO Officer or EEO Coordinator.

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.



Kimberlee Morton, Chief Executive Officer

April 12, 2022