

EQUAL EMPLOYMENT OPPORTUNITY POLICY

The Greene County Transit, Inc. (GCT) shall provide equal employment opportunity to its employees and its applicants for employment on the basis of fitness and merit, without regard to race, color, religion, national origin, political affiliation, sex, age (except where sex or age is a bona fide occupational qualification), or disability. This policy shall be followed in recruiting, hiring, promoting, compensation, benefits, recreational programs, and use of DRPT facilities. This policy prohibits the lowering of qualification standards to give preference to any applicant.

Title VI

GCT shall provide equal employment opportunity in accordance with Title VI of the Civil Rights Act of 1964, Title 49, Code of Federal Regulations, and other pertinent directives to the end that no person shall, on the grounds, of race, color, religion or national origin, be subjected to discrimination under any program or activity.

Age

GCT prohibits discrimination toward applicants and employees 40 years of age or older. This includes discrimination on the basis of age in hiring, promotion, discharge, compensation, and other terms and conditions of employment.

Disability

GCT prohibits discrimination on the basis of disability and protects qualified applicants and employees with disabilities from discrimination in hiring, promotions, discharge, pay, job training, fringe benefits, and other aspects of employment. This policy is consistent with the provisions of the American with Disabilities Act of 1990 and section 504 of the Rehabilitation Act of 1973, as amended.

Sexual Harassment

GCT prohibits sexual harassment and shall take immediate action to investigate complaints, whether verbal or written. Sexual harassment is a form of sex discrimination, which constitutes a violation of Section 703 of Title VII of the Civil Rights Act of 1964. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such individual's employment, (2) submission to or rejection of such conduct by individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

General

Any conduct involving the ridiculing or harassing of any person(s) on the basis of their sex, race, religion, age, disability, color, or national origin will not be tolerated. Racial, sexual, religious, and ethnic slurs or jokes are considered to be violations of this policy. Any employee who behaves in such a manner may be charged with a Second Group Offense (Group II) under the Virginia State Employee Standards of Conduct and Performance. Continued failure to comply with this directive, or violations serious enough to be classes as a Third Group Offense (Group III), may result in dismissal. If an employee or applicant for employment feels that he or she has been subjected to discrimination, it should be brought to the immediate attention of both the GCT Director and the Equal Opportunity (EO) Manager. Performance by managers, supervisors, etc., will be evaluated on the success of the EEO program the same way as their performance on other agency goals.