



JOHNSON CITY TRANSIT SYSTEM
EQUAL OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT

Johnson City Transit System (JCT) is an
Equal Opportunity/Affirmative Action (EEO/AA) employer.
As such, it is the policy and practice of JCT that:

1. No person shall be discriminated against in recruitment, selection, transfer, promotion, compensation, termination, and/or terms and conditions of employment because of his or her race, color, religion, national origin, gender, age, pregnancy, gender identity, sexual orientation, genetic information, disability or veteran status;
2. JCT is committed to an Affirmative Action Program, including the establishment of goals and timetables, that continues JCT's previously-developed policies and practices regarding JCT's Affirmative Action position and that reflects additional actions and employment practices, which ensure that discrimination of any kind, real or perceived, is eliminated from the JCT culture;
3. The responsibility for the implementation of JCT's EEO Program is assigned to Bradley Osborne, Transit Planner & EEO Officer of the Johnson City Transit System; 423-434-6269 & jcteeo@johnsoncitytransit.org
4. All management/supervisory personnel share in this responsibility and will be assigned specific tasks to assure compliance is achieved;
5. All applicants and employees have the right to file complaints alleging discrimination with the EEO Officer, who would direct unresolved comments to the City Manager; the claimant shall suffer no retaliation.
6. Performance specifically related to contributions to the success of JCT's EEO Program by the Transit Director, supervisors, etc. will be evaluated the same way as their performance on other authority goals is evaluated;
7. Successful achievement of EEO goals will provide benefits to JCT through fuller utilization and development of previously underutilized human resources, as applicable.
8. JCT is committed to reasonably accommodate applicants and employees alike with disabilities, undue hardship, and with their religious practices.

To view the full JCT EEO/AA Plan, please call contact the EEO Officer.

M. Denis Peterson
City Manager
City of Johnson City