



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Cambria County Transit Authority (CamTran) has a strong commitment to the community we serve and our employees. As an equal employment opportunity employer, we strive to have a workforce that reflects the community we serve.

CamTran is firmly committed to equal employment opportunity and to compliance with all the federal, state, and local laws that prohibit employment discrimination. As such, 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 classifications.

This Equal Employment Opportunity (EEO) Policy applies to all employment actions, decisions and practices including, but not limited to recruitment, or recruitment advertising, hiring, upgrading, selection for training, promotion, transfer, demotion, layoff, termination, treatment of employees, disciplinary actions, benefits, classification, rates of pay or other forms of compensation, use of facilities, and all other terms and conditions of employment.

Furthermore, CamTran is committed to undertaking and developing a written non-discrimination program aimed at achieving and valuing diversity in the workforce, which sets forth policies, practices and procedures, including the establishment of goals and timetables, to which CamTran is committed. The Equal Employment Opportunity Policy will be made available for inspection by any employee or applicant for employment, upon request.

All employees and applicants for employment 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.

CamTran 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.

As CamTran's Executive Director, I maintain overall responsibility and accountability for compliance with its EEO Policy and Program. Primary implementation for Equal Employment Opportunity programs, policies and practices, including day-to-day management, program preparation, monitoring, and complaint investigation shall rest with the Chief Financial Officer/EEO Officer, Kimberly Morley.

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Kimberly Morley reports directly to me and acts with my authority with all levels of management, labor unions and employees. Should there be any complaints and/or questions regarding the EEO Policy, they can be directed to Kimberly Morley, Chief Financial Officer/ EEO Officer via Mail: 502 Maple Avenue Johnstown, PA 15901, Phone: 814-535-5526 ext. 206 or Email: kmorley@camtranbus.com.

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

CamTran will evaluate its managers' and supervisors' performance on their successful implementation of CamTran's policies and procedures, in the same way the CamTran assesses their performance regarding other agency's goals. CamTran acknowledges that the successful achievement of EEO goals will provide benefits to CamTran as well as its sub-recipients and contractors through fuller utilization and development of previously under-utilized human resources.

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.



Rose M. Lucey-Noll, Executive Director

2/23/2024

Date