



STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY

Jacksonville Transportation Authority's Equal Employment Opportunity Policy and Program affects all employment practices including; recruitment, selection, promotions, terminations, transfers, layoffs, disciplinary actions, compensation, benefits and other terms and conditions of employment. This statement is posted in conspicuous locations so that employees, applicants and the general public are cognizant of Jacksonville Transportation Authority's commitment. This policy is also included in the written EEO/ AAP plan.

Jacksonville Transportation Authority is committed to Equal Employment Opportunity for all persons, regardless of race, color, creed, national origin, sex, sexual orientation, gender identity or expression, age, disability, or veteran status and to undertake an affirmative action program, including goals and timetables, in order to overcome the effects of past discrimination on minorities and women.

The responsibility for the implementation of the EEO program is assigned to Ken Middleton, Diversity and Equity Manager and EEO Officer. All management personnel share in this responsibility and will be assigned specific tasks to assure compliance is achieved. Performance by management personnel will be evaluated on the success of the EEO program in the same way as their performance on other Authority goals.

Jacksonville Transportation Authority believes that the successful achievement of Equal Employment Opportunity Goals will provide benefits through fuller utilization and development of previously underutilized human resources. Any applicants or employees who feel they have been discriminated against have the right to file a complaint with Mr. Middleton at (904) 598-8728, or with Ms. Cami Haynes, Ethics and Compliance Officer at (904) 633-8549 should there be the appearance of a conflict of interest.


Nathaniel P. Ford, Sr.
Chief Executive Officer

8/1/2016