

## EQUAL EMPLOYMENT OPPORTUNITY POLICY

**RADAR** is committed to providing for all applicants and employees regardless of race, color, religion, sex (including pregnancy), age, marital status, national origin, citizenship status, disability, veteran's or military status, genetic information, or political affiliation.

Equal Opportunity extends to all aspects of the employment relationship, including hiring, transfers, promotions, training, terminations, working conditions, compensation, benefits, and other terms and conditions of employment.

**RADAR** complies with federal and state equal opportunity laws and strives to keep the workplace free from all forms of harassment, including sexual harassment. **RADAR** considers harassment in all forms to be a serious offense. Any employee who believes he or she has been subjected to prohibited discrimination or harassment shall immediately notify in writing his or her supervisor. If the employee feels that the supervisor is involved, he or she shall immediately notify the Director of Transportation in writing. If the employee feels that the Director of Transportation is involved, the employee shall immediately notify the Executive Director in writing. If a complaint involves the Executive Director of the Agency, the complaint should be filed directly with the President of the Board of Directors. The agency ensures that employees following this complaint procedure are protected against illegal retaliation.

Any reported violations of EEO law or this policy are investigated. We will attempt to keep the investigation as confidential as possible; however, given our obligation to investigate we cannot guarantee confidentiality. Directors, managers, supervisors, employees or agency appointed authorities found to have engaged in a discriminatory conduct or harassment are subject to immediate disciplinary action, including possible termination of employment.

## DISABILITY DISCRIMINATION

**RADAR** complies with all applicable provisions of the Americans with Disabilities Act ("ADA"). **RADAR** provides equal employment opportunities to qualified individuals with disabilities. **RADAR** will not discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training or other terms, conditions and privileges of employment. Reasonable accommodations will be provided to qualified employees or applicants with a disability when the employee or applicant requests an accommodation. A qualified employee or applicant is one who is able to perform the essential functions of the job with or without reasonable accommodation. A request for an accommodation may be denied if the accommodation is not shown to be effective, places an undue burden on **RADAR**, or if the employee poses a direct threat to the health and safety of him or herself or others. Questions regarding possible accommodations and implementation of this policy should be directed to the Director of Transportation.