

South Central Regional Transit District
AFFIRMATIVE ACTION PLAN
EQUAL EMPLOYMENT OPPORTUNITY
Approved by Board of Directors
March 16, 2016

Equal Employment Opportunity Policy Statement

South Central Regional Transit District (SCRTD) management and staff pledge their continued support to the Federal Transit Administration's (FTA) program on equal employment opportunity affecting employment practices, to include recruitment, selection, promotions, terminations, transfers, layoffs, compensation, training, benefits, and other terms and conditions as set forth under the requirements of Circular 4704.1; approved on July 26, 1988.

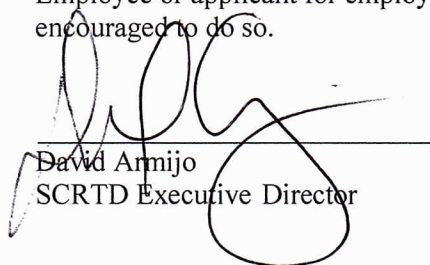
SCRTD is firmly committed to a policy of equal employment opportunity and will administer its personnel policies and conduct its employment practices in a manner that results in treatment based on merit, experience and other work related criteria, without regard to race, color, creed, religion, sex, national origin, age, disability or any other protected characteristic under relevant state and federal laws.

SCRTD is further committed to undertake an affirmative action program, including recommended goals and timetables, to effectively advance program objectives.

Employee conduct, whether intentional or not, that discriminates against another employee due to race, color, creed, religion, sex, national origin, age, disability or any other protected characteristic under relevant state and federal laws will not be tolerated. Such conduct is cause for disciplinary action up to and including dismissal.

David Armijo, the Executive Director of SCRTD transit agency, has been delegated responsibility for developing and monitoring equal employment opportunity programs. However, management personnel at every level shares in the responsibility for promoting equal employment opportunity and ensuring requisite compliance. Managers, supervisors, and staff will be evaluated on the efforts they expend to insure the success of the EEO program the same as their performance on other organizational goals.

The SCRTD Administration is located at 300 W. Lohman, Las Cruces, New Mexico 88001. The Executive Director may be reached at 575-323-1620 or admin@scrted.org. Employee or applicant for employment who wishes to file a discrimination complaint is encouraged to do so.



David Armijo
SCRTD Executive Director

3-16-16
Date