

103 Equal Employment Opportunity

Effective Date: 12/01/2014

Revision Date: 10/24/2022

Abbreviated EEO Program Requirements:

Any FTA applicant, recipient, sub-recipient, and contractor who: 1) Employs 50-99 transit-related employees and 2) Requests or receives capital or operating assistance in excess of \$1 million in the previous Federal fiscal year, or requests or receives planning assistance in excess of \$250,000 in the previous Federal fiscal year, must prepare and maintain the following abbreviated EEO Program elements:

- **Statement of Policy**
- **Dissemination Plan**
- **Designation of Personnel Responsibility**
- **Assessment of Employees Practices**
- **Monitoring and Reporting Plan**

Flint Hills Area Transportation Agency Equal Employment Opportunity (EEO) Policy Statement

The Flint Hills Area Transportation Agency (FHATA) has a strong commitment to the communities we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, sex, religion, national origin, age, disability, sexual orientation, gender identity, pregnancy, genetic information, veteran status, or other protected class.

The Flint Hills Area Transportation Agency Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

All applicants and employees 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.

The Flint Hills Area Transportation Agency 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 the Flint Hills Area Transportation Agency's Executive Director, I maintain overall responsibility and accountability for The Flint Hills Area Transportation Agency's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Katey Cain, Human Resources Director as the Flint Hills Area Transportation Agency's EEO Officer, 816-645-9526 or kcain@fhata.org . Ms. Cain will report directly to me and acts with my authority with all levels of management and employees.

All Flint Hills Area Transportation Agency executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring Flint Hills Area Transportation Agency's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. The Flint Hills Area Transportation Agency will evaluate its managers' and supervisors' performance on their successful implementation of the Flint Hills Area Transportation Agency's policies and procedures, in the same way the Flint Hills Area Transportation Agency assesses their performance regarding other agency's goals.

The Flint Hills Area Transportation Agency is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and make the EEO Program available for inspection by any employee or applicant for employment upon request.

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.



Anne E Smith
Executive Director

24 October 2022

Date