

STATEMENT OF POLICY

McDonough County Public Transportation (MCPT) has a strong commitment to the community 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, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

MCPT 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.

MCPT 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 MCPT's Interim Executive Director, I maintain overall responsibility and accountability for MCPT's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I will also serve as MCPT's EEO Officer. MCPT's monitoring will include the EEO program of the Transit Service Contractor hired by MCPT. Complaints may be filed with the Transit Service Contractor's EEO Officer or with the MCPT EEO Officer.

All MCPT management and supervisory personnel, however, share in the responsibility for implementing and monitoring MCPT EEO Policies and Programs within their respective areas and will be assigned specific tasks to ensure compliance is achieved. MCPT evaluates its managers' and supervisors' performance on their successful implementation of MCPT's policies and procedures, in the same way MCPT assesses their performance regarding other agency's goals.

If an employee or job applicant believes that they have been discriminated against or harassed, employees/applicants have a right to file a complaint with their respective EEO Officer:

Pete Hannen, Interim Transit Director
McDonough County Public Transportation
701 East Pierce
Macomb, IL 61454
mcpt@837ride.com;
309-837-7433

MCPT 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 Policies and Programs


Pete Hannen
Interim Transit Director

3/16/21
Date