

# CITY OF MACOMB PUBLIC TRANSPORTATION DEPARTMENT



## STATEMENT OF POLICY

The City of Macomb Public Transportation Department has a strong commitment to the community we serve and to 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.

The City of Macomb Public Transportation Department's 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 City of Macomb Public Transportation Department 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 Transit Director, I maintain overall responsibility and accountability for the Public Transportation Department's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I also will serve as the Department's EEO Officer. Complaints may be filed directly with me.


All management and supervisory personnel of the City of Macomb Public Transportation Department, however, share in the responsibility for implementing and monitoring the Department's EEO Policies and Programs within their respective areas and will be assigned specific tasks to ensure compliance is achieved. The City of Macomb Public Transportation Department evaluates its managers' and supervisors' performance on their successful implementation of the Department's policies and procedures as well as their performance regarding other agencies' goals.

If an employee or job applicant believes that they have been discriminated against or harassed, they have a right to file a complaint with the Department's EEO Officer:

Miranda Lambert, Transit Director,  
City of Macomb Public Transportation Department  
701 East Pierce Street  
Macomb, IL 61454  
[mlambert@cityofmacomb.com](mailto:mlambert@cityofmacomb.com)  
309-837-7433

The City of Macomb Public Transportation Department is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices, and procedures, along with goals and timetables, to which the agency is committed. Consequently, the Department's EEO Program is 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

  
Miranda Lambert, Transit Director