

**NOTICE
EQUAL EMPLOYMENT OPPORTUNITY
POLICY STATEMENT**

To all MARTA Employees, Contractors, and Subcontractors:

MARTA *will* comply with all applicable federal and state statutes, executive orders, and regulations regarding equal employment opportunity. These laws prohibit discrimination, require selection of individuals for employment to be based on job related criteria, and require posting or notices of employee's rights.

MARTA is committed to ensuring equal employment opportunity in all personnel actions, including recruitment, selection, hiring, transfers, training, promotion, compensation, benefits, layoffs, demotions, terminations, and evaluation of all qualified persons, as provided for in applicable federal and state laws. MARTA is further committed to undertake a nondiscrimination program, including policies, procedures, practices, goals and timetables, in order to overcome the effects of past discrimination on minorities and women.

MARTA, sub-recipients, and contractors will select employees according to the requirements of the job and are committed to hiring, promoting, and retaining the best qualified persons for all positions regardless race, color, religion, national origin, sex, age, disability, genetic information, pregnancy, sexual orientation, gender identity, veteran status, military service and/or marital status. MARTA will not discriminate based on any of these characteristics. This applies to every personnel action including, but not limited to: promotion, transfer, demotion, disciplinary action, recruitment, reduction in force/recall, classification, compensation, benefits, selection for training, and testing.

The MARTA policy on equal employment opportunity (EEO) is disseminated to all new hires and posted at prominent locations throughout its facilities and on its intranet and website. Management is responsible for ensuring that policy statements remain prominently displayed on all official facility bulletin boards. Management and supervisors share in EEO compliance responsibility and their performance will be evaluated on the success of the equal employment opportunity program the same way as their performance on other Authority goals and objectives.

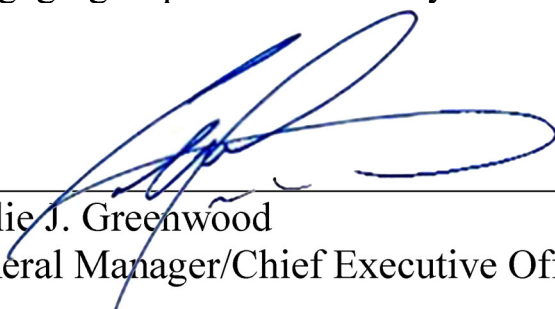
I, as the General Manager/CEO have the ultimate responsibility for implementing and ensuring that equal employment opportunity and affirmative action receive the highest level of priority. Paula Nash has been appointed the Executive Director of the Office of Diversity and Inclusion (ODI) and serves as the Authority's EEO Officer.

The Office of Diversity and Inclusion (ODI) strives to affect cultural and organizational changes to achieve a workplace that embraces diversity, professional and personal integrity, and is conducive to maximizing the potential of all employees.

ODI offers the following services to all MARTA employees:

- Individual and Group Counseling on civil rights and employee responsibilities
- Conflict Resolution and Mediation Services
- Management Consultations on EEO concepts and applications
- Diversity Initiatives to increase cultural awareness
- Complaint Investigations, Determinations, and Corrective Actions
- Guidance on the Affirmative Action Plan and Compliance reports for Title VI/VII
- Coordination of the Americans with Disabilities Act (activities) and monitoring Authority-wide Compliance
- Training on Prevention of Sexual Harassment, Valuing Diversity/Respect in the Workplace, ADA Sensitivity, and Lawful Interviewing Techniques in conjunction with the Human Resource Department
- Assistance with reasonable Disability or Religious Accommodations

For assistance or review of MARTA's Diversity and Inclusion Program and if you wish to file a complaint, you have a right to do so by contacting Paula Nash, Executive Director of the Office of Diversity and Inclusion at 404-848-5240 or pmnash@itsmarta.com. Retaliation against individuals engaging in protected activity is strictly prohibited.


 Collie J. Greenwood
 General Manager/Chief Executive Officer

5-24-2024
 Date