

UTA's Equal Employment Opportunity Statement Of Policy

The Utah Transit Authority (hereinafter "UTA") has a strong commitment to our employees, our customers, our business partners, and to the communities we serve. UTA provides integrated mobility solutions to service life's connections, improve public health and enhance quality of life. This is evident in living the "UTA Way" through our mission, focus, values and guiding principles which serve as a framework for our culture. UTA commits to providing every UTA employee, customer, and business partner with a work and service environment free from discrimination or harassment on any prohibited basis as specified in Title VII of the Federal Civil Rights Act and the Utah Antidiscrimination Act. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. Therefore, it is our policy to promote equal opportunity as it relates 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, without regard to any of the protected categories set forth above.

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 or assists in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in a protected activity is strictly prohibited. Absent undue hardship, UTA provides reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion. UTA prohibits engaging in unlawful harassment of any kind, including hostile work environment harassment (any unwelcome behavior in the workplace that is regarding one of the protected classifications listed above) or quid pro quo harassment (in which, in the context of sexual harassment, for example, the supervisor requests sexual favors in exchange for some benefit). Same sex harassment is also unlawful and not permitted. Prohibited harassment can be physical (such as unwelcome touching in the case of unlawful sexual harassment), verbal (such as banter that is sexual or demeaning of another's religion, ethnicity, etc., demeaning jokes, discussing one's sexual activities), or visual (such as sexual or demeaning cartoons or photos and/or posters that are demeaning of another's protected status or sexually suggestive).

As UTA Executive Director, I am responsible and accountable for UTA's compliance with its EEO Plan and Program. I have appointed Kenya Fail, Manager of Civil Rights (kfail@rideuta.com), to ensure day-to-day management of UTA's EEO Plan and Program, including program preparation and monitoring. Effective February 3, 2025, I have appointed Ann Green-Barton, Chief People Officer, (eeoofficer@rideuta.com) as UTA's EEO Officer. Ms. Green-Barton will report directly to me and acts with my authority with all levels of management, labor unions, and employees. All investigations of EEO complaints will continue to be handled by the Utah Attorney General's Office, which has designated Ms. Carolyn Parsons (CParsons@rideuta.com) as UTA's EEO Investigator. Ms. Parsons will follow the current process to investigate complaints, including tracking and properly documenting for the purpose of recordkeeping. All UTA executives, management, and supervisory personnel share in the responsibility of implementing and monitoring UTA's EEO Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. UTA will evaluate its executives, directors, managers, and supervisors' performance on their successful implementation of UTA's policies and procedures, in the same way they assess their performance regarding other agency goals.

UTA commits 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 Plan available upon request for inspection by any employee or applicant for employment. I commit to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitability under the guidelines of our EEO Policy and Plan.



Jay Fox
Executive Director

February 19, 2025

Date