

AA/EEO STATEMENT OF POLICY

Lextran is an Equal Opportunity Employer, committed to EEO for all persons, regardless of race, color, national origin, sex, creed, age or disability to create and maintain a qualified and diverse workforce. Lextran is committed to the development of specific goals and timetables in the event of any underutilization of its human resources. Lextran will afford equal employment opportunities to employees and applicants, and will not tolerate discrimination based on gender, race, sex, religion, color, creed, age, national origin, ancestry, marital status, citizenship status, veteran status, disability, sexual orientation or any other factor prohibited by applicable federal, state or local law.

This policy applies to all terms, conditions, employment practices and privileges of employment including recruitment, selection, on-boarding, initial periods of employment, job assignments, training and development, working conditions, promotion, transfer, compensation, benefits, educational assistance, layoff and recall, social and recreation programs, termination and separation and other terms and conditions of employment.

The responsibility for the implementation and monitoring of the EEO Program is assigned to Jared Forte and David Goodpaster, in partnership with Nikki Falconbury and Geri Davidson Director of Administration. Within their respective areas of responsibility, all managerial and supervisory personnel are accountable to assure compliance with this policy. However, all management personnel shall share in this responsibility through specific tasks assigned to ensure compliance is achieved. The performance of managers, supervisors, etc., will be evaluated on the success of the EEO Program just as their performance is evaluated on other departmental and organizational goals.

Any applicant or employee has a right to file a discrimination complaint. In the event the complaint is related to the Human Resource function or the General Manager, applicants or employees may file their complaint with the Lextran Board of Directors or the Compliance Manager or the Transdev Regional Director of Human Resources (Greg Wagoner; 630-881-9921). Any applicant or employee also has the right to take the matter to the Lexington-Fayette Urban County Human Rights Commission or the Equal Employment Opportunity Commission. The individual may contact the Human Rights Commission by letter or by phone at the following address:

Lexington-Fayette Urban County
162 E. Main St.
Lexington, Kentucky 40507
(859) 252-4931 voice

Lextran understands that achieving EEO goals benefits our corporation through fuller utilization and development of any previously underutilized human resources to achieve appropriate diversity. Lextran policies and practices that support this Equal Employment Opportunity Policy include the following:

- Lextran displays posters regarding equal employment opportunity in areas highly visible to employees.
- All advertising for job applicants include the statement "Lextran Transportation is an Equal Opportunity Employer - M/F/D/V/SO."
- All managerial and supervisory personnel will be reminded that their progress in meeting equal employment opportunity goals is considered an important factor in their performance and will be considered in the performance appraisal process.
- Lextran posts its Unlawful Harassment, ADA and Equal Employment Policy on company bulletin boards.

Employees and applicants are required to report any apparent discrimination or unlawful harassment and/or violations of the ADA. Lextran forbids any form of unlawful harassment for any circumstances as well as any harassment covered under the ADA affecting employees, passengers or others. Complaints are investigated in a prompt and thorough manner and handled as confidentially as possible.

Lextran forbids retaliation against any individual who in good faith files a charge of discrimination, reports harassment or who assists, testifies, or participate in any equal employment proceeding.



Rhonda Strouse, Board Chair

8/20/14
Date



Rocky Burke, General Manager

8/20/14
Date