

AppalCART

BOONE, NORTH CAROLINA

STATEMENT OF POLICY EQUAL EMPLOYMENT OPPORTUNITY

AppalCART maintains that its mission is to provide a cost-effective, courteous, efficient and safe transit system to meet the transportation needs of the citizens of Watauga County, by furnishing knowledgeable management and qualified employees.

Inherent within this mission is the assurance of equal employment opportunity. AppalCART will ensure Equal Employment Opportunity (EEO) through its system of personnel practices, including recruitment, selection, promotions, terminations, transfers, layoffs, compensation, training, benefits and other terms and conditions of employment. These practices will not discriminate against an employee or applicant for employment on the grounds of age, color, race, religion, sex, national origin, disability or military status except where any of the above is a bona fide occupational qualification.

The responsibility for ensuring compliance and/or implementation of AppalCART's EEO program ultimately rests with the Operations Manager, but is specifically assigned to AppalCART's Trainer. However, all management personnel share in this responsibility and all will be assigned specific tasks as it becomes necessary to assure compliance with our EEO program.

All employees and all applicants for employment have the right to file complaints alleging discrimination with AppalCART.

All AppalCART's management personnel involved in the interview and hiring process will have the success of the EEO program as their goal and, once achieved, will strive to maintain that level of success. They will be evaluated on the success and ultimate maintenance of the EEO program.