

## EQUAL EMPLOYMENT OPPORTUNITY & NON-DISCRIMINATION POLICY

Policy Number	Responsible Department	Effective Date	Approval
#HR-13.01	Human Resources	December 2024 Supersedes June, 2022	CEO

*[Signature]* 12-18-24

### I. PURPOSE

This document sets the policy of the Rhode Island Public Transit Authority ("RIPTA" or the "Authority") concerning Equal Employment Opportunity and Non-Discrimination.

### II. POLICY

The RIPTA is committed to Equal Employment Opportunity and Non-Discrimination for all applicants and employees, regardless of race, color, sex, age, national origin, religion, disability status, veteran status, sexual orientation, marital status, gender identity or expression. This policy refers to all areas of employment, including hiring, recruitment, transfers, promotions, training, compensation, benefits, discipline, leave and separation.

The RIPTA will not tolerate discrimination against any employee or applicant and will take appropriate disciplinary and/or corrective action against any employee who violates this policy.

### III. COMPLAINTS

If you feel RIPTA treated you in a manner inconsistent with this policy, you should file a complaint with the Chief of Human Resources, Kathy Nadeau and/or the Authority's Executive Director of Federal Programs and Compliance, Jenny Williford. The Chief of Human Resources is located in the Administrative Offices at 705 Elmwood Avenue, phone number (401) 784-9500 (ex. 1156). Jenny Williford, EEO/Civil Rights Legal Compliance Officer is located in the Administrative Offices at 705 Elmwood Avenue, phone number is (401) 784-9500 (ex. 1244). In addition to an internal complaint as provided above, an employee may also file a complaint with:

U.S Equal Employment Opportunity  
Commission John F. Kennedy Federal  
Building  
475 Government Center  
Boston, MA 02203  
(800) 669-4000

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and/or with:

State of Rhode Island Commission for Human Rights  
180 Westminster St# 3  
Providence, RI 02903-1918  
(401) 222-2662

#### IV. NON-RETALIATION

The RIPTA will not institute any adverse employment action against an employee who files a complaint for violation of this policy or of applicable law regarding non-discrimination.