

## EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

It is the policy of this Company to assure that applicants are employed, and that employees are treated during employment, without regard to their race, religion, sex, color, national origin, age or disability. Such action shall include: employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship, per-apprenticeship and/or on-the-job training.

It is Company policy to take affirmative action to ensure that the EEO Policy is implemented, with particular regard to: advertising, application procedures, compensation, demotion, employment, fringe benefits, job assignment, job classification, layoff, leave, promotion, recruitment, rehire, social activities, training, termination, transfer, upgrade, and working conditions.

It is Company policy that all company activities, facilities, and job sites are nonsegregated. Separate or single-user toilet and changing facilities are provided to assure privacy.

It is Company policy to comply with Section 703 or Title VII of the Civil Rights Act of 1964 as amended. Accordingly, unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature which are used as conditions of employment decisions or which operate to create an intimidating, hostile or offensive working environment, will not be tolerated.

It is Company policy to ensure and maintain a working environment free of coercion, harassment, and intimidation at all job sites, and in all facilities at which employees are assigned to work. Any violation of the policy should be immediately reported to your supervisor or the company EEO Officer.

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EEO Officer Signature

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Date

If complaints remain unresolved by the company, please contact the VTtrans EEO Officer, Susan B. Hackney, 802-828-5858, [susan.hackney@vermont.gov](mailto:susan.hackney@vermont.gov).

**POST ON ALL SITES**