EQUAL EMPLOYMENT OPPORTUNITY PROGRAM
POLICY STATEMENT
July 1, 2014

As a recipient of Federal Transit Administration (FTA) financial assistance, Oahu Transit Services, Inc. (OTS), is required to comply with non-discrimination regulations and Equal Employment Opportunity Program and Affirmative Action Plan (EEO/AA Program) requirements that are associated with the use of such funding. OTS is committed to equal employment for employees and applicants for employment without regard to race, color, creed, national origin, sex, age, or disability. This policy applies to all areas of employment practices including recruitment, selection, compensation, promotions, transfers, layoffs, terminations, training, benefits, and all other terms and conditions of employment.

OTS is committed to the implementation of an EEO/AA program that includes goals and timetables to strengthen the utilization of women and minorities. Achievement of OTS' EEO goals will provide benefits to OTS through fuller utilization and development of previously underutilized human resources.

OTS' President/General Manager has the ultimate responsibility for implementing and ensuring the EEO/AA program. The President/GM has appointed the Civil Rights Compliance Officer, Ms. Angela K. Lo, PHR, as the EEO Officer responsible for the implementation and day-to-day management of OTS' EEO/AA Program.

All OTS managers share in the responsibility for implementing aspects of the EEO Program and will be assigned specific tasks that support EEO/AAP goals, policies, and procedures. Managers and supervisors will be evaluated on their efforts to ensure the success of the EEO program in the same way they are evaluated on their performance on other organizational goals and objectives.

Information concerning OTS' EEO/AA Program and complaint procedures may be obtained through Ms. Angela Lo, EEO Officer, at 808-848-4585 or angela.lo@thebus.org. An employee or job applicant who believes that he/she has experienced employment discrimination has the right to file a complaint with the OTS’ EEO Officer, the Department of Transportation Services’ EEO Officer or the Federal Transit Administration’s Office of Civil Rights.

J. Roger Morton, President and General Manager

Date