



Equal Employment Opportunity Policy (EEOP)

VICTOR VALLEY TRANSIT AUTHORITY

Victor Valley Transit Authority has only 15.5 FTE employees who work on the administration of the authority. VVTA is the policy authority. All its contractors are required to be Equal Opportunity Employers (EEO) and operate according to EEO principles. Successful achievement of EEO goals by VVTA and its contractors will provide benefits to Victor Valley Transit Authority through broader utilization and development of previously underutilized human resources within our service area.

So that the implementation of this policy is assured, VVTA and its contractors are required to recruit, hire and promote for all job classifications without regard to race, color, ancestry, religion, national origin, sex, age, mental or physical disability, sexual orientation or marital status. Affirmative action will be taken, including goals and timetables, in order to address underutilization of any affected class.

All employment and promotional decisions focus on valid job requirements developed before applicants are interviewed. Such decisions should be based solely on an individual's job-related qualifications.

VVTA requires all other employment practices, such as transfers, compensation, benefits, layoffs, termination's, VVTA- or contractor-sponsored training and other terms and conditions of employment will also be administered without regard to race, color, ancestry, religion, national origin, sex, age, mental or physical disability, sexual orientation, or marital status. VVTA will initiate and promulgate these policies to all contractors to assure that they are adopted and adhered to. Performance will be evaluated on the success of the EEO program in the same way as other performance factors are monitored and evaluated.

While the VVTA Executive Director has been designated as the Agency's Affirmative Action Officer, it is the highest ranking employee of each contractor or her/his designee who has the primary responsibility for the implementation of the EEO program. However, all contractors' management personnel share in this responsibility and should be assigned specific tasks to assure compliance is achieved.

Applicants and employees have the right to file complaints alleging discrimination with the VVTA Executive Director or if the complaint is related to the VVTA Executive Director or his office, to VVTA legal counsel. Investigation may be assigned to persons outside of the Agency if deemed appropriate.

Kevin Kane

Executive Director
Victor Valley Transit Authority