



NEW JERSEY TRANSIT
EQUAL EMPLOYMENT OPPORTUNITY (“EEO”) POLICY STATEMENT
December 2019

New Jersey Transit (“NJ TRANSIT”) is committed to maintaining a work environment free from discrimination. As an equal opportunity employer, we strive to have a workforce that reflects the community that we serve. NJ TRANSIT strictly prohibits discriminatory employment actions against employees, applicants, and other non-employees based on actual or perceived race, creed, religion, color, national origin, age, ancestry, nationality, marital or domestic partnership or civil union status, sex/gender, pregnancy, breastfeeding, gender identity or expression, disability, liability for military service, veteran status, affectional or sexual orientation, atypical cellular or blood trait, genetic information (including the refusal to submit to genetic testing), including based on an employee having filed a complaint or participated in complaint of discrimination or harassment, or any other category protected by federal, state, and local laws now or in the future. Furthermore, NJ TRANSIT expressly prohibits any form of harassment based on the aforementioned protected categories, including but not limited to sexual harassment. These forms of discrimination and harassment are strictly prohibited in the workplace and in any location that could reasonably be regarded as an extension of the workplace, such as business travel or outside training, and will not be tolerated.

NJ TRANSIT’s EEO Policy applies to decisions and practices that affect employment or compensation, terms, conditions, or privileges of an individual’s employment or potential employment with NJ TRANSIT including, but not limited to recruitment, testing, hiring, work assignments, salary and benefits, working conditions, performance evaluations, promotions, demotions, training opportunities, career development and advancement, transfers, discipline, discharge, or any other application or selection process relating to employment.

As NJ TRANSIT’s President and CEO, I maintain overall responsibility and accountability for NJ TRANSIT’s compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Naeem Din, Chief, Office of EEO/Affirmative Action (“AA”) as NJ TRANSIT’s EEO Officer.

All employees, applicants, and other non-employees have the right to file complaints alleging discrimination. Retaliation against an individual, who files a charge or complaint of discrimination or harassment, participates in an employment discrimination or harassment proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity, is strictly prohibited and will not be tolerated. NJ TRANSIT reserves the right to take disciplinary or corrective action to address conduct that violates this EEO Policy.

To ensure equal access to employment opportunities, NJ TRANSIT is committed to providing reasonable accommodations to qualified persons with disabilities, issues related to pregnancy, to assist nursing mothers, and to allow individuals to practice their religious belief where the accommodation will not create an undue hardship.

If you believe you have been subjected to a violation of this EEO Policy please contact the Office of EEO/AA located at One Penn Plaza East, 2nd floor, Newark, NJ 07105-2246; by telephone at (973) 491-8020; or by email at EqualityWorks@njtransit.com.

You may also file a complaint with an outside agency/organization. The following external agencies handle complaints of discrimination, harassment, and retaliation:

- A. The State of New Jersey Office Division on Civil Rights (“DCR”)

Contact a regional office or visit <https://www.nj.gov/oag/dcr/filing.html> for more information about filing a complaint. The website also contains information for DCR’s regional offices across New Jersey.

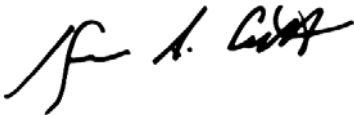
- B. The U.S. Equal Employment Opportunity Commission (“EEOC”)

Contact the EEOC by calling 1-800-669-4000 (1-800-669-6820 (TTY), visiting their website at www.eeoc.gov, or via email at info@eeoc.gov.

All NJ TRANSIT executive staff, management and supervisory personnel share in the responsibility for implementing and monitoring NJ TRANSIT's EEO Policy and Program within their respective areas and are responsible for ensuring a work environment free from discrimination and harassment. NJ TRANSIT will evaluate its managers' and supervisors' performance on their successful implementation of NJ TRANSIT's policies and procedures, in the same way NJ TRANSIT assesses their performance regarding other agency goals and objectives.

I commit, through the Chief, Office of EEO/AA to develop a written nondiscrimination program that sets forth the policies, practices, and procedures, with goals and timetables, to which NJ TRANSIT is committed and to make the EEO Program available for inspection by any employee or applicant for employment, upon request.

Further, I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees, customers and business partners with dignity and respect, as well as equitably under the guidelines of our EEO Policy and Program.



Kevin S. Corbett
President/CEO



Naeem Din
Chief, Office of EEO/AA