



**BERKS AREA REGIONAL TRANSPORTATION AUTHORITY'S  
EQUAL EMPLOYMENT OPPORTUNITY  
POLICY STATEMENT**

In accordance with the U.S. Department of Transportation, Federal Transit Administration, Circular C4704.1, dated July 26, 1988, it is the policy of the Berks Area Regional Transportation Authority that Equal Employment Opportunity will be afforded to all individuals regardless of race, color, religion, national origin, sex, disability, age, genetic information or any other applicable legally protected category who are employed or who desire employment with the Berks Area Regional Transportation Authority. Further, the Authority is committed to undertake an Affirmative Action Program, including goals and timetables, in order to overcome the effects of past discrimination on minorities and women. The responsibility for the implementation of the EEO Program is assigned to the South Central Transit Authority's Director of Administration & Human Resources as the EEO Officer. However, all management personnel at the South Central Transit Authority share in this responsibility and will be assigned specific tasks, as appropriate, to assure compliance is achieved by the Berks Area Regional Transportation Authority.

Any applicant or employee has the right to file a complaint alleging discrimination with the EEO Officer, Laura Hopko, or the Pennsylvania Human Relations Commission.

Recognizing the importance of this program, the performance of Managers and Supervisors of the South Central Transit Authority who have management and administrative responsibilities for the Berks Area Regional Transportation Authority will be evaluated on the success of the EEO Program the same way as their performance on other Authority goals will be evaluated. It is the belief of the Berks Area Regional Transportation Authority that the successful achievement of EEO goals will provide benefits to the community through fuller utilization and development of previously underutilized human resources.

Date: 6-29-16

A handwritten signature in cursive script, appearing to read "David W. Kilmer", written over a horizontal line.

David W. Kilmer, Executive Director  
Berks Area Regional Transportation Authority