

South Central Illinois Mass Transit District  
EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

South Central Illinois Mass Transit District (SCT) has a strong commitment to the communities we serve and employees. As an equal opportunity employer, we strive to have a workforce that reflects the communities we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

SCT's Equal Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection of training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

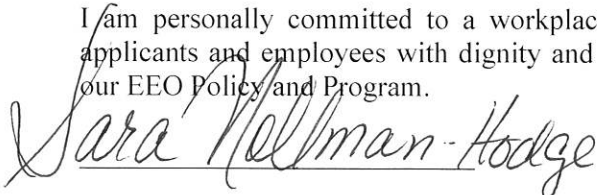
SCT is committed to providing reasonable accommodations to applicants and employees who need them because of disability or to practice or observe their religion, absent undue hardship.

As SCT's Managing Director, I maintain overall responsibility and accountability for SCT's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Megan VanDeveer, Director of Human Resources, as SCT's EEO officer. The SCT Human Resource Department is located at 1616 E. McCord St., Centralia, IL. 62801. Megan VanDeveer may be reached by phone at 618-532-8076 x126 or by email at [mvandeveer@southcentraltransit.org](mailto:mvandeveer@southcentraltransit.org). Megan VanDeveer will report directly to me and acts with my authority with all levels of management, labor unions, and employees.

All SCT executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring SCT's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. SCT will evaluate its managers' and supervisors' performance on their successful implementation of SCT's policies and procedures, in the same way SCT assesses their performance regarding other agency's goals.

SCT is committed to undertaking and developing a written nondiscrimination program that sets forth policies, practices and procedures, with goals and timetables, to which the agency is committed and make the EEO Program available for inspection by any employee or applicant for employment upon request.

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



Managing Director, Sara Nollman Hodge

