

**MONTACHUSETT REGIONAL TRANSIT AUTHORITY (MART)
EQUAL EMPLOYMENT OPPORTUNITY PROGRAM**

1) Statement of Policy

MART is committed to ensure the understanding and implementation of its Equal Employment Opportunity (EEO) Program in such a manner as to make known that equal employment opportunities exist at MART for qualified personnel regardless of race, color, sex, religion, ancestry, genetic information, age as defined by law, disability, national origin, sexual orientation, as defined by law, or military or veteran status. MART will ensure that its operating companies and contractors are also in compliance with Equal Employment Opportunity laws.

MART at all times maintains and conducts its recruitment, selection, promotions, terminations, transfers, layoffs, compensation, training, benefits and all other practices pertaining to conditions of employment, in such a manner as not to discriminate against any person because of their race, color, sex, religion, ancestry, genetic information, age as defined by law, disability, national origin, sexual orientation, as defined by law, or military or veteran status. MART will provide reasonable accommodation for the known physical or mental limitations of qualified applicants/employees with disabilities to enable them to perform the essential functions of the position held or applied for and to enjoy equal benefits of employment.

MART is committed to undertake an affirmative action program and will set goals and timetables to continue to identify and eliminate the effects of past discrimination in the workplace. MART understands that a successful EEO Program will benefit MART, and its operating companies, through a fuller utilization and development of human resources. MART's current EEO program is effective for three years, however, if discovered through program monitoring that major changes are needed, updates may be made sooner.

Bonnie J. Mahoney, Program Director, has been designated as the EEO Officer and is responsible for implementing the EEO Program and has the day-to-day responsibilities for the development, coordination and monitoring of the program.

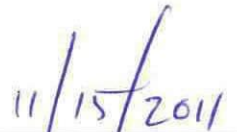
All MART Managers are responsible to ensure that no discrimination exists at MART and are an integral part in the success of this program. In this respect, this is part of their job responsibility and will be evaluated as such.

Applicants and employees have the right to file complaints of discrimination by contacting Bonnie Mahoney at 1427R Water St. Fitchburg, MA 01420, 978.345.7711 ext 2290 or by email at bmahoney@mrta.us.

A complete copy of the entire Equal Employment Opportunity Program is available to all employees.



Mohammed H. Khan, Administrator



Date