

EEO POLICY STATEMENT

July 23, 2024



Palm Tran

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Palm Beach County Board of County Commissioners

Maria Sachs, Mayor
Maria G. Marino, Vice Mayor
Gregg K. Weiss
Michael A. Barnett
Marci Woodward
Sara Baxter
Mack Bernard

County Administrator

Verdenia C. Baker

*"An Equal Opportunity
Affirmative Action Employer"*

Official Electronic Letterhead

It is the policy of Palm Tran and its administrative staff to ensure Equal Employment Opportunity for all of its employees and applicants for employment without regard to race, color, religion, gender, national origin, age, disability, marital status, sexual orientation, gender identity, pregnancy, veteran status and genetic information. This policy applies to all phases of employment and personnel actions, including, but not limited to, recruitment or recruitment advertising, hiring, upgrading, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay, benefits, other forms of compensation, layoffs, education, tuition reimbursement, and other terms and conditions of employment.

Palm Tran will not tolerate the harassment of any individuals with regard to race, color, religion, sex, national origin, genetic information, age, disability, marital status, pregnancy, gender identity, or sexual orientation.

Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding, or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

Palm Tran is committed to providing reasonable accommodations to applicants and employees due to a disability, provided no undue hardship exists.

Palm Tran's EEO Program includes goals to overcome the effects of past discrimination on minorities and women. The responsibility for the implementation of the EEO program is assigned to the EEO Officer, Lina Aragon, who reports to the Executive Director. The EEO program is available for inspection by any employee or applicant for employment upon request to the EEO Officer during business hours.

The success of this plan requires a conscious and deliberate commitment by Palm Tran and its entire staff. All management personnel share this responsibility and will be assigned specific tasks to ensure compliance. Managers, supervisors, etc., are expected to pursue the goals of the EEO program the same way as other agency's goals.

The achievement of EEO goals will benefit Palm Tran through fuller utilization and development of previously underutilized human resources.

Any applicant or employee who believes they have been subject to discrimination has the right to file a complaint, and any violation of the policy should be reported to:

EEO Officer: Lina Aragon
E-mail: laragon@pbcgov.org or PALM-EEO@pbcgov.org

As Executive Director, I am committed to effectively implementing this EEO Program and expect the participation and cooperation of everyone associated with it.

A handwritten signature in blue ink, appearing to read "Ivan Maldonado", is written over a horizontal line.

Ivan Maldonado
Executive Director, Palm Tran