



POLICY STATEMENT – FTA C 4704.1A (2.2.1)

DTC Equal Employment Opportunity Policy Statement

The Detroit Transportation Corporation ("DTC") has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, ancestry, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, retaliation, or other protected classes. In alignment with our commitment, DTC provides reasonable accommodations to applicants and employees who need them, based on a disability or to practice or observe their religion, absent undue hardship.

DTC's Equal Employment Opportunity (EEO) policy applies to all employment actions, including, but not limited to recruitment, selection, promotion, training, transfer, demotion, layoff, termination, benefits, compensation, treatment of employees, and other terms and conditions of employment. Our EEO policy fully complies with Federal Transit Administration (FTA) Circular 4704.1A, "Equal Employment Opportunity (EEO) Requirements and Guidelines," as well as all applicable Federal, State, and Local laws.

I maintain overall responsibility and accountability for DTC's compliance with its EEO Policy and Program. I appointed Ernest Latham (Mr. Latham), DTC's Deputy General Manager to serve as the DTC's EEO Officer. Mr. Latham will be responsible for implementing and monitoring the DTC EEO Program including day-to-day management, in order to uphold all DTC's EEO commitments. All DTC executives, management, and supervisory personnel share the responsibility for implementing and monitoring DTC's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. DTC will evaluate its managers' and supervisors' performance on their successful implementation of DTC's policies and procedures, in the same way, DTC assesses its performance regarding other agency goals.

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 a protected activity is strictly prohibited and will not be



tolerated. These complaints shall be made to the EEO Officer who is committed to ensuring fair and equitable treatment of such allegations.

Individuals who feel they have encountered discrimination or harassment are encouraged to contact the DTC EEO Officer via one of the following addresses:

Detroit Transportation Corporation

Attention: EEO Officer

500 Griswold, Suite 2900

Detroit, MI 48206

EEOfficer@thepeoplemover.com

DTC will promptly initiate a thorough and impartial inquiry. In all cases, confidentiality is maintained throughout the investigation, to the extent practical and consistent with DTC's obligations to undertake a full inquiry and to make a determination. In addition, all employees are required to fully cooperate during the course of such investigation.

In addition to the complaint procedures described in the preceding paragraph above, discrimination complaints may also be filed externally with the Michigan Department of Civil Rights.

DTC is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices, and procedures, 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.

This Policy is posted in prominent, conspicuous and accessible locations throughout DTC's facilities.

Robert Cramer
Chief Executive Officer

January 6, 2025

Date