

Southeastern Pennsylvania Transportation Authority (SEPTA) Equal Employment Opportunity and Affirmative Action Policy

The Southeastern Pennsylvania Transportation Authority (SEPTA) is fully committed to Equal Employment Opportunity and Affirmative Action.

To ensure that all employees and applicants for employment are provided Equal Employment Opportunity, the Authority will:

- Recruit, hire, train, and promote persons in all job classifications without regard to race, color, religion, sex, sexual orientation, gender identity, age, disability, national origin, or veteran status
- Base decisions of employment to further the principles of Equal Employment Opportunity
- Ensure that promotion decisions are in accordance with principles of Equal Opportunity by imposing only valid requirements for promotional opportunities
- Ensure that all other personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, company sponsored training, education, tuition assistance, social and recreational programs will be administered without regard to race, color, religion, sex, sexual orientation, gender identity, age, disability, national origin, or veteran status

Equal Opportunity is the responsibility of the entire SEPTA workforce. All employees are responsible for complying with the spirit and intent of this policy. All managers and supervisors are required to become familiar with the contents of the Affirmative Action Plan and take an active role in implementing its policies and practices.