



EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Cooperative Alliance for Seacoast Transportation (COAST) has a strong commitment to the communities we serve and our employees. Our mission is to champion and provide customer-focused public transportation with a commitment to excellence in safety and service. As an equal employment opportunity employer, we strive to have a workforce that reflects the communities we serve and is committed to a work environment that is free from discrimination.

It is COAST's policy to protect employees and job applicants from discrimination on the basis of race, ethnicity, color, religion, national origin, sex (including sexual orientation, pregnancy and gender identity), marital status, familial status, age, genetic information, disability (physical or mental), veteran status, or any other non-merit-based factor.

COAST's Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, appraisal systems, promotions, transfers, demotion, layoff, termination, training and professional development programs, rates of pay or other forms of compensation.

All employees and applicants for employment have the right to raise allegations of discrimination and harassment without fear of reprisal. We will take swift and appropriate corrective and/or disciplinary action, including dismissal, when employees are found to have engaged in discrimination, retaliation, or harassment prohibited by our policies, regardless of whether the discrimination, retaliation, or harassment violates Federal or State law.

As COAST's Executive Director, I maintain overall responsibility and accountability for COAST's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Heather Hesse-Stromberg, Director of Human Resources & Compliance (603-516-0788), to serve as COAST's EEO Officer. Ms. Hesse-Stromberg reports directly to me and acts with my authority with all levels of management and employees.

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

COAST is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices, and procedures to which COAST is dedicated, and to making 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.

A handwritten signature in black ink, appearing to read "Rad C. Nichols", is written over a horizontal line.

Rad C. Nichols, Executive Director

11/2/2020

A handwritten date "11/2/2020" is written in black ink above a horizontal line.

Date