

# EQUAL OPPORTUNITY PROGRAM POLICY STATEMENT



**DERRICK MAJCHSZAK**  
CCRTA CHIEF EXECUTIVE OFFICER

*Derrick Majchszak*

The Corpus Christi Regional Transportation Authority (CCRTA) is an Equal Employment Opportunity Employer and is committed to complying with all applicable federal and state laws, including the requirements of Federal Transit Administration Circular 4704.1. We are committed to serving our community and to supporting our employees. Our goal is to have a workforce that reflects the community we serve as an equal opportunity employer. There are no unlawful barriers to employment based on race, color, religion, national origin, sex (including sexual orientation, gender identity, or pregnancy), age, genetic information, veteran status, or disability.

CCRTA's Equal Employment Opportunity (EEO) policy applies to all employment practices including, but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, pay rates, or other forms of compensation and benefits.

An employee or applicant is entitled to file a complaint alleging discrimination. Discrimination complaints, investigations, lawsuits, or other protected activities that involve retaliation are strictly prohibited and will not be tolerated. In the absence of undue hardship, CCRTA provides reasonable accommodation to applicants and employees who need them due to a disability or to practice or observe their religion.

The CEO maintains overall responsibility and accountability for CCRTA's EEO Policy and Program. CCRTA's EEO/ADA Compliance Officer, JoAnna Serna, has been appointed to manage daily operations such as program preparation, monitoring, and complaint investigation. As my direct report, JoAnna Serna will act as my representative with all levels of management and employees concerning EEO matters.

It is the responsibility of all CCRTA executives, management, and supervisory personnel to implement and monitor the organization's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance. CCRTA will evaluate its managers' and supervisors' performance based on their successful implementation of CCRTA's policies and procedures, as it does with other agency objectives.

It is the policy of CCRTA to undertake and develop a written nondiscrimination program that establishes its nondiscrimination policies, practices, and procedures, along with goals and timetables to which it is committed. Any employee or applicant for employment can inspect the EEO Program upon written request.

In accordance with the guidelines of our EEO Policy and Program, I am personally committed to a workplace that treats all applicants and employees with dignity, respect, and equitably.

---

## **ANONYMOUS EMPLOYEE HOTLINE**

Employees are encouraged to resolve disputes as respectful adults or seek assistance from HRD. However, if employees feel the need to report a concern anonymously, they may use the Anonymous Employee Hotline. The EEO/ADA Compliance Officer and the CEO will decide if the information needs to be shared with others, to what extent, and whether an investigation will be conducted. This service is intended to provide an anonymous outlet for serious concerns, including safety and security, harassment, discrimination, retaliation, and violations of law and/or the Code of Conduct.

The anonymous hotline number is located within the CCRTA Employee Handbook.

