



## **Equal Employment Opportunity (EEO) Policy Statement**

Easton Coach Company (ECC) has a strong commitment to the community we serve and to 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, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, ancestry, medical condition, marital status, citizenship status, political affiliation, and any other protected class.

Easton Coach Company's EEO policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay, or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or a complaint of discrimination, participates in an employment discrimination proceeding (i.e investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

Easton Coach Company is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent under undue hardship.

As Easton Coach Company's President and CEO, I maintain overall responsibility and accountability for ECC'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 Petty, Human Resources Manager as Easton Coach Company's EEO Officer. Heather will report directly to me and acts with my authority with all levels of management, labor unions, and employees.

All Easton Coach Company executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring our EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. Easton Coach Company will evaluate its managers' and supervisors' performance on their successful implementation of ECC's policies and procedures, in the same way ECC assesses their performance regarding other goals of the authority.

Easton Coach Company is committed to undertaking and developing a written non discrimination program that sets forth the policies, practices and procedures, with goals and timetables, 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 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 "P. Joseph Scott", is written over a horizontal line. The signature is stylized and cursive.

P. Joseph Scott, President and CEO  
Easton Coach Company