

Statement of Policy

**Bay Metropolitan Transportation Authority**

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**EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT**

It is the official policy of Bay Metropolitan Transportation Authority to provide equal employment opportunities affecting all employment and personnel practices, including recruitment, hiring, promotion, terminations, transfers, layoffs, classification, compensation, training, benefits, and other terms and conditions of employment. The Authority commits to prohibit discrimination in employment because of race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

To further this commitment, the Authority has adopted an equal employment opportunity policy as well as an affirmative action plan, including goals and timetables, in order to overcome the effects of past discrimination on minorities and women.

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 protected activity is strictly prohibited and will not be tolerated.

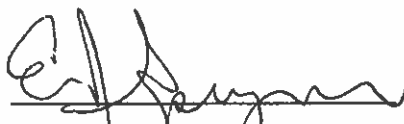
Bay Metropolitan Transportation Authority is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

The EEO Officer is responsible for the implementation of the EEO program. This responsibility is assigned to the Authority's Human Resources Manager, Jody Kietzman-Morrison, who reports directly to the General Manager.

All management personnel will share in this responsibility and will be assigned specific tasks to assure compliance is achieved. The Authority evaluates the performance of managers, supervisors, and others based on the success of the EEO program in the same manner that the Authority evaluates their performance in other agency programs.

All applicants and employees have the right to file complaints alleging discrimination with the EEO Officer or their appropriate officials, including the General Manager.

Successful achievement of EEO goals will provide benefits to the Bay Metropolitan Transportation Authority through fuller utilization and development of previously underutilized human resources.



Eric Sprague, General Manager

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April 27, 2026

Date