

PUERTO RICO INTEGRATED TRANSPORTATION AUTHORITY

EQUAL EMPLOYMENT OPPORTUNITY Policy Statement

The Puerto Rico Integrated Transportation Authority (PRITA) has a strong commitment to the community we serve and 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, political ideologies, social position, domestic violence or sexual attack victim, or other protected class.

PRITA Equal Employment Opportunity (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 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.

PRITA 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.

As PRITA's Executive Director, I maintain overall responsibility and accountability for PRITA's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring and complaint investigation, I have appointed Miriam M. Stefan Acta, Office of Civil Rights Manager, who can be contacted by phone at (787)721-8787 ext. 53002 and/or by email derechos civiles@ati.pr.gov. as PRITA's EEO Officer. The EEO Officer will report directly to me and acts under my authority with all levels of management and employees.

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

Prta is committed to undertaking and developing a written nondiscrimination Program that set forth the policies, practices, and procedures, and make the Abbreviated 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.



Josué L. Menéndez Agosto
Executive Director

II-23-2024
Date