



EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY

It is the Policy of Buffalo and Fort Erie Public Bridge Authority (“Authority”) when recruiting, hiring, training, promoting, and terminating employees to comply with those laws which prohibit discrimination as to race, creed, color, sex, age, religion, national origin, citizenship, sexual orientation, gender identity, genetics, military or veteran status, marital or familial status, domestic violence victim status, disability, pregnancy-related condition, relationship or association with a member of a protected category, or any other basis protected by applicable local, state, or federal law or Executive Order. In addition, the Authority has a policy of affirmative action in regard to employing, advancing in employment and otherwise treating qualified individuals with disabilities and protected veterans without discrimination based on their physical or mental disabilities or protected veteran status in all Authority employment practices. It is the policy of the Authority to ensure that all employment decisions are based only on valid job requirements.

As General Manager, I reaffirm that the above Policy, in conjunction with the Affirmative Action Program, reflects the Authority’s attitude and its intention to:

1. Recruit, hire, train and promote for all job classifications without regard to any basis protected by applicable local, state, or federal law or Executive Order.
2. Base decisions on employment so as to further the principles of equal employment opportunity.
3. Ensure that promotion decisions are in accord with the principles of equal employment opportunity.
4. Ensure that all other personnel actions, such as compensation, benefits, transfers, terminations, Authority-sponsored training, education tuition assistance, social and recreational programs, will be administered without regard to any basis protected by applicable local, state, or federal law or Executive Order.
5. Provide, pursuant to The Rehabilitation Act of 1973, as amended, equal employment opportunities as set forth above to qualified individuals with disabilities.
6. Provide, pursuant to The Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended, equal opportunities as set forth above, to those who are qualified protected veterans.



CROSSING PATHS  BUILDING FUTURES
THE PEACE BRIDGE

The Authority, in compliance with Executive Order 11246, as amended, The Rehabilitation Act of 1973, as amended, and The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, maintains written Affirmative Action Programs. The non-confidential elements of these Programs are available upon request through the Affirmative Action Officer, Carrie Stone, during normal business hours at (716) 884-8631.

The Authority makes reasonable accommodations to the physical and mental limitations of qualified individuals with disabilities and qualified protected veterans, unless such an accommodation would impose an undue hardship.

The Authority will take all necessary steps to ensure that no person intimidates, threatens, coerces, or discriminates against any individual because that individual has filed a complaint, furnished information, or assisted or participated in any manner in an investigation, compliance review, hearing, or other activity related to the administration of this Policy.

The Authority maintains an audit and reporting system to measure the effectiveness of its Affirmative Action Programs and the implementation of this Policy.

This Policy has the full backing and support of the administration, and support of all employees is expected.

BUFFALO AND FORT ERIE PUBLIC BRIDGE AUTHORITY

2017

Ron Rienas
General Manager