



Equal Employment Opportunity (EEO) Policy Statement

GoTriangle is an equal opportunity employer committed to maintaining a respectful work environment free from unlawful discrimination or harassment.

It is the policy of the agency to assure that applicants are employed, and that employees are treated during employment, without regard to their race, color, national origin, sex (including pregnancy, gender identity and sexual orientation), age (40 and over), religion, disability, genetic information, veteran status or any other status or classification protected by applicable laws. Retaliation against anyone who engages in protected activity, opposes discrimination, or participates in the discrimination complaint process is strictly prohibited and will not be tolerated.

GoTriangle's EEO policy applies to all employment actions including but not limited to, recruitment, advertising, hiring, upgrading, selection for training, promotion, transfer, demotion, layoff, termination, and rates of pay or other forms of compensation, and treatment of employees. The agency is committed to making employment decisions based solely on merit and valid job requirements.

GoTriangle is committed to providing reasonable accommodation to applicants and employees who need them because of a disability or to practice or observe their religion, absent of undue hardship.

All applicants and employees have the right to file complaints alleging unlawful discrimination with the agency's EEO Officer, Ms. Jamila A. Ormond, Director of Equal Opportunity, Diversity and Inclusion. Ms. Ormond can be reached by phone at (919) 485-7518 or by email at jormond@gotriangle.org. Any complaints of alleged discrimination should be reported immediately by following GoTriangle's complaint procedures. Complaints will be promptly investigated. If an investigation shows that this policy has been violated, prompt and effective remedial action will be taken.

GoTriangle is committed to developing and implementing a written EEO program that sets forth the nondiscrimination policies, practices, and procedures with goals and timetables, to which the agency is committed and will make the EEO program available for inspection by any employee or applicant for employment upon request.

All GoTriangle employees are expected to always conform to the principles of equal employment opportunity at all times. Any violation of this policy may be subject to disciplinary action up to and including termination. GoTriangle executives, directors, managers and supervisors share in the responsibility for implementing and monitoring the agency's EEO program within their respective areas and are responsible for taking affirmative steps to prevent, document and promptly correct discrimination, harassment, and retaliation in the workplace.

A handwritten signature in black ink, appearing to read "T. Byron Smith".

T. Byron Smith
Acting President and Chief Executive Officer