



## Legislation Text

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### **Approval of the Regional Transit System (RTS) EEO Program Revised Report (B)**

This item is a request to approve the Revised RTS Equal Employment Opportunity Program and its subsequent submission to the Federal Transit Administration (FTA) as an update.

Triennially, recipients of Federal Transit Administration (FTA) financial assistance must demonstrate that the appropriate governing entity has reviewed and approved their EEO program. Equal Employment Opportunity is a federal statute that provides that no person shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance. The requirements for each recipient are dependent on whether they are a state entity, Metropolitan Planning Organization, or transit provider. RTS must meet the requirements of transit providers that are located in an Urbanized Area of less than 200,000 people.

The costs for the EEO program are largely dependent on the extent to which RTS must advertise for employment opportunities, address internal job-related complaints, provide staff training related to EEO, ensure that contractors comply with federal wage mandates, monitor and pay for staff promotions within the organization, and disseminate public information to comply with existing laws.

#### Goal 1: Equitable Community

Payment for job announcements and training are included in annual department budget.

The City Commission approve the Revised Regional Transit System (RTS) EEO program.