



Kingman Area Regional Transit

EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY

It is the policy of the City of Kingman AND Kingman Area Regional Transit (KART) to consider all qualified applicants for available positions without regard to race, color, gender, sexual orientation, religion, age, national origin, disability or veteran status. Advancement to positions of greater responsibility is based on an individual's demonstrated performance.

The City of Kingman is committed to the EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY and as such will:

- Recruit, hire, upgrade, train and promote in all job classifications without regard to race, color, gender, sexual orientation, religion, age, national origin, disability or veteran status;
- Base employment decisions on the principles of Equal Employment Opportunity;
- Ensure that all other personnel actions such as compensation, benefits, City sponsored training, educational tuition assistance, social and recreational programs, shall be administered without regard to race, color, gender, sexual orientation, religion, age, national origin, disability or veteran status;
- Take Affirmative Action to ensure that minority group individuals, women, veterans of the Vietnam era, qualified persons with a disability and disabled veterans are not excluded from the workforce and that these employees are encouraged to aspire for promotion and are considered as promotional opportunities arise;
- Ensure that employees and applicants are not subjected to intimidation and/or harassment, threats, coercion, or discrimination because they have filed a complaint, assisted or participated in an investigation or any other activity or opposed any act or practice made unlawful.