



HONOLULU AUTHORITY for RAPID TRANSPORTATION

Equal Employment Opportunity Program

Policy Statement

1. The Honolulu Authority for Rapid Transportation (HART) is an Equal Employment Opportunity (EEO) employer. HART affirms its commitment to treat all applicants for employment and employees without regard to race, religion, creed, color, national origin, sex, age, disability, veteran status, marital status or any other class protected by local, state, or federal law. HART and its employees are prohibited to discriminate against an applicant for employment or employee on the basis of race, color, religion, creed, sex, age, national origin, or any other basis protected by local, state, or federal law, or to be excluded from participation in, or denied the benefits of, or be subject to discrimination under any project, program, or activity funded in whole or in part through federal financial assistance.
2. This policy extends to all areas of employment including recruitment, selection and placement, compensation, promotion, transfer, discipline, demotion, lay-off, termination, training, daily working conditions, benefits and all other terms and conditions of employment.
3. The HART is thoroughly committed to an affirmative action program that includes goals and timetables.
4. The responsibility for the implementation and day to day management of the HART EEO Program is assigned to the HART EEO Officer, Charles Bayne. All HART managers and supervisors share in the responsibility of ensuring compliance is achieved through understanding, communicating, and active involvement in the support of this policy. Performance evaluations of managers and supervisors shall include evaluating the success of the EEO program in the same manner as performance on other goals.
5. Applicants and employees have the right to file complaints alleging discrimination with the HART EEO Office, the City and County of Honolulu's Equal Opportunity Office, the Hawaii Civil Rights Commission, the Equal Employment Opportunity Commission (EEOC) and the Federal Transit Administration's Office of Civil Rights.
6. Achievement of the HART EEO goals will benefit recipients, subrecipients and contractors through fuller utilization and development of previously underutilized human resources.

This policy will be updated a minimum of every three years. All new hires will receive a copy of the HART EEO Policy. A copy of this policy is posted on the HART's website.

Daniel A. Grabauskas
Executive Director and CEO