

# Equal Employment Opportunity

## POLICY STATEMENT

K-TRANS Management, Inc. dba Knoxville Area Transit (KAT) has a strong commitment to the community we serve and our employees. As an equal-opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

KAT's Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay, or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination participates in an employment discrimination proceeding (such as an investigation or lawsuit) or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

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

As KAT's Director, I maintain overall responsibility and accountability for KAT's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, Pat Downs serves as the agency's EEO Officer.

All KAT executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring KAT's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. KAT will evaluate its managers' and supervisors' performance on their successful implementation of KAT's policies and procedures in the same way KAT assesses their performance regarding other agency goals.

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

Applicants and employees may file complaints alleging discrimination under these policies with the EEO Officer, Pat Downs ([pdowns@katbus.com](mailto:pdowns@katbus.com)), 865-215-7831, 301 Church Avenue, Knoxville, TN 37915) or the U.S. Equal Employment Opportunity Commission (EEOC), toll-free 800-669-EEOC, TDD 800-800-3302.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitable under the guidelines of our EEO Policy and Program.

Signed:  \_\_\_\_\_

Isaac Thorne  
Director of Transit  
City of Knoxville  
Date: 4/12/2024