MTECC Policy 6.0-v1

Metro Transportation Engineering & Construction Cooperative

Policy on Equal Employment Opportunity

The Metro Transportation Engineering & Construction Cooperative (MTECC) is a public interlocal agency created by interlocal agreement pursuant to Section 163.01, Florida Statutes, among various cities in Broward County (the "Member Cities").

MTECC is an Equal Opportunity employer. As such, it is committed to ensuring that all employees and applicants for employment are provided with an equal opportunity in all employment practices, including recruitment, examination, appointment, training, promotion, demotion, merit, retention, discipline, and termination without regard to race, color, sex, pregnancy, religion, national origin, age, disability, or marital status.

Discrimination or harassment based on race, color, sex, gender, pregnancy, religion, national origin, age, disability, or marital status is strictly prohibited by the MTECC and supervisors are expected to take preventative steps to ensure that the workplace is free of threatening, discriminatory, inappropriate, hostile, inhibiting, and/or unwelcome conduct.

Employees or applicants for employment who believe that they have been discriminated against or harassed based on race, color, sex, gender, pregnancy, religion, national origin, age, disability, or marital status may file a complaint with MTECC Intake Officer at the address or phone number provided below. An employee or applicant may opt to file a complaint with the Florida Commission on Human Relations or the Equal Employment Opportunity Commission. Contact information for these agencies is also provided below.

Retaliation against employees based on matters involving complaints of discrimination or harassment is prohibited and the MTECC will impose discipline up to and including dismissal on any employee who discriminates, harasses, or otherwise takes an unlawful employment action against an employee for filing such a complaint or for participating as a witness in a proceeding related to a complaint of discrimination or harassment.

MTECC Intake Officer Executive Director 100 W. Cypress Creek Road Suite 650 Fort Lauderdale, FL 33309, (850)212-7772	**Florida Commission on Human Relations** 4075 Esplanade Way Room 110 Tallahassee, FL 32399 (850) 488-7082 1-800-342-8170	**Equal Employment Opportunity Commission, Miami Office** Miami Tower 100 SE 2nd ST, Ste 1500 Miami, FL 33131 (305) 808-1740 1-800-669-4000

Approved by the MTECC Board:

Signed: _____
Board Chair

Date: _____ (active until rescinded or updated)