

EQUAL EMPLOYMENT OPPORTUNITY PROGRAM

EEO POLICY STATEMENT

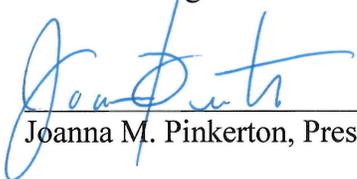
COTA provides equal employment opportunity to all employees regardless of race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, military or veteran status, or any other protected class, except where a bona fide occupational qualification exists for a specified position. This policy affects all employment and personnel practices, including but not limited to recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

Under COTA's EEO Program, discrimination in any terms, conditions, and/or privileges of employment is forbidden. All employees and applicants have the right to file complaints alleging discrimination. Retaliation, intimidation, coercion, discrimination, or harassment in any manner against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding, or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

COTA desires not to merely refrain from employment discrimination as required by the various federal and state laws, but to take positive affirmative action including goals and timetables to realize a full equal employment opportunity for the above protected groups. Accordingly, COTA is committed to develop a written nondiscrimination program that sets forth the policies, practices, and procedures to which it is committed. As such, any employee or applicant for employment shall be permitted to inspect the EEO Program upon request. Furthermore, COTA is committed to providing reasonable accommodations to applicants and employees who need them due to a disability or to practice or observe their religion, absent undue hardship.

As the President and Chief Executive Officer, I endorse and maintain overall responsibility and accountability for COTA's compliance with its EEO Policy and Program. All COTA executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring this EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. COTA will evaluate its managers' and supervisors' performance on their successful implementation of COTA's policies and procedures, in the same way COTA assesses their performance regarding other agency goals. I have appointed Sinthea Mondesir as COTA's EEO Officer to handle the day-to-day management of the EEO Program, including program preparation, monitoring, and compliance. Additionally, I have appointed Stephanie Pulliam as COTA's EEO Investigatory Officer to effectively handle any EEO related investigations. Both EEO Officers report directly to me and act with my authority with all levels of management, labor unions, and employees. Any individual who has questions regarding program preparation, monitoring, and compliance should contact Ms. Mondesir at (614) 308-4394. Any employee or applicant who believes they have received discriminatory treatment should contact Ms. Pulliam at eeo@cota.com within thirty (30) days.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect and believe the successful achievement of EEO goals will provide benefits to COTA through fuller utilization and development of previously under-utilized human resources.



Joanna M. Pinkerton, President/CEO



Date