



TRI-CITIES AIRPORT AUTHORITY

I. EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Tri-Cities Airport Authority is fully committed to guaranteeing to its employees and all applicants for employment equal employment opportunities regardless of race, color, religion, gender, sexual orientation, gender identity, genetic information, national origin, age, disability, or veteran status. This equal employment opportunity commitment is applicable to hiring, promotion, demotion, transfer, recruitment and recruitment advertising, selection for training, layoff, recall from layoff, discipline, termination, rates of pay, other forms of compensation, and all other employment-related decisions and actions.

In addition, Tri-Cities Airport Authority is an affirmative action employer. Our Affirmative Action Program provides in detail the steps we are taking to guarantee equal employment opportunities for members of minority groups, women, veterans, individuals with disabilities, and all persons for whom affirmative action is required. This Affirmative Action Program is available for review by Airport employees from 9:00 a.m. to 4:00 p.m., Monday through Friday in our Human Resources Department or by appointment. Applicants for employment with Tri-Cities Airport Authority may make an appointment with the Human Resources Department to review our Affirmative Action Plan.

The Authority's non-discrimination and affirmative action obligations are fully supported and encouraged by the Authority's Executive Director.

Employees and applicants shall not be subjected to retaliation, harassment, intimidation, threats, coercion, or discrimination because they have engaged or may engage in any of the following activities:

- (a) Filing a complaint;
- (b) Assisting or participating in an investigation, compliance evaluation, hearing or other activity related to the administration of the affirmative action provisions of the Executive Order 11246, as amended, the Veterans' Readjustment Assistance Act of 1974, as amended ("VEVRAA"), Section 503 of the Rehabilitation Act of 1973 ("Section 503"), or any other federal, state, or local law requiring equal opportunity for protected veterans or individuals with disabilities or any other state or federal law prohibiting discrimination;
- (c) Opposing any act or practice made unlawful by Executive Order 11246, VEVRAA, Section 503, or their implementing regulations, or any other federal, state, or local law requiring equal opportunity for protected veterans or individuals with disabilities or any other state or federal law prohibiting discrimination; or
- (d) Inquiring about, discussing, or disclosing the compensation of the employee or applicant or another employee or applicant.
- (e) Exercising any other right protected by Executive Order 11246, VEVRAA, Section 503, or their implementing regulations, or any other state or federal law prohibiting harassment or discrimination.



Patrick Wilson, Executive Director