

SUMMARY OF RESOLUTION

Authorization to Amend and Consolidate Port Authority's Equal Employment Opportunity Policy, Policy Against Sexual Harassment and Notice Avenue of Appeals /Complaints

On November 26, 1971, Port Authority of Allegheny County's (Authority) Board adopted the Equal Employment Opportunity Policy.

On January 16, 1998, the Authority's Board adopted the Policy Against Sexual Harassment.

On August 1, 2000, the Authority's Board adopted the Notice Avenue of Appeals/Complaints.

These policies have been updated and consolidated in order to be in compliance with the current goals and objectives of the Authority, which include prohibiting discrimination and harassment and making employment decisions without regard to age, race, creed, color, disability, religion, sex, national origin, ancestry, physical or mental disability, military service, pregnancy, sexual orientation or identity, genetic information, and any other classifications protected by law.

The attached resolution adopts the amended and consolidated Equal Employment Opportunity and Anti-Harassment Policy, attached as Exhibit A, to supersede and replace the currently existing Equal Employment Opportunity Policy, Policy Against Sexual Harassment and the Notice Avenue of Appeals/Complaints previously adopted by the Board.

1/22/10
J. Letwin

RESOLUTION

WHEREAS, on November 26, 1971, Port Authority of Allegheny County's (Authority) Board adopted an Equal Employment Opportunity Policy (Equal Employment Policy); and

WHEREAS, on January 16, 1998, the Authority's Board adopted a Policy Against Sexual Harassment (Sexual Harassment Policy); and

WHEREAS, on August 1, 2000, the Authority's Board adopted a Notice Avenue of Appeals and Complaints (Appeals Policy); and

WHEREAS, the Authority is committed to providing a workplace free from discrimination and/or harassment based on age, race, creed, color, disability, religion, sex, national origin, ancestry, physical or mental disability, military service, pregnancy, sexual orientation or identity, genetic information, and any other classifications protected by law; and

WHEREAS, managers at all levels of the Authority's organization are expected to share in this responsibility and to demonstrate commitment to the accomplishment of this goal; and

WHEREAS, the Authority wishes to make various amendments to its Equal Employment Policy, Sexual Harassment Policy and Appeals Policy; and

WHEREAS, based upon its review of the various policies, the Authority has prepared an amended, consolidated Equal Employment Opportunity and Anti-Harassment Policy, which is detailed in the attached Exhibit A.

NOW, THEREFORE, BE IT RESOLVED, that the Equal Employment Opportunity and Anti-Harassment Policy, set forth in its entirety in Exhibit A, is adopted by the Board.

BE IT FURTHER RESOLVED, that the Equal Employment Opportunity and Anti-Harassment Policy, set forth in Exhibit A, shall supersede and replace, in their entirety, the currently existing Equal Employment Policy, Sexual Harassment Policy and Appeals Policy previously adopted by the Board.