

Exhibit A PORT AUTHORITY

EQUAL EMPLOYMENT OPPORTUNITY AND ANTI-HARASSMENT POLICY

Port Authority of Allegheny County is an Equal Employment Opportunity employer. Discrimination and 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, or any other classification protected by law is prohibited. All employment decisions, including, but not limited to, recruiting, hiring, placement, promotion, transfer, compensation, job assignments, training, discipline, layoff, and termination will be made without regard to these protected categories. All personnel are responsible for following and enforcing this Policy. Violations of this Policy will result in disciplinary action, up to and including discharge.

Harassment - General

Harassment includes unwelcome conduct, whether verbal, physical, or visual, that is based on a protected category, that unreasonably interferes with an employee's job performance, or creates an intimidating, hostile, or offensive working environment. Harassment can consist of, but is not limited to: (1) Inappropriate names, slurs, or negative stereotyping; (2) threats, intimidation, or hostile acts, jokes, or pranks that relate to the individual's protected status; and/or (3) written or graphic material, including pictures, cartoons, drawings, posters, statements, messages and graffiti that ridicules, denigrates, or shows hostility or hatred toward an individual or group because of protected status.

Sexual Harassment

Although harassment based on any protected category will not be tolerated, Port Authority recognizes sexual harassment as a unique form of harassment. Sexual harassment can consist of, but is not limited to, unwelcome sexual advances, requests for sexual favors, verbal or physical conduct of a sexual nature, or any other activity of a sexual or sex-based nature, on the part of either male or female employees or third parties when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment.

Complaint Procedure

Any person who feels he or she has been subjected to or has witnessed any kind of discrimination or harassment should immediately notify his or her supervisor, manager, or director. If a person does not feel comfortable notifying his or her supervisor,

manager, or director, the employee should notify Port Authority's Office of Equal Opportunity (OEO). Conduct by any individual which prevents or discourages a person from reporting any discrimination or harassment is prohibited. Any supervisor or management representative, who becomes aware of allegations of harassment or discrimination, whether through the report of an alleged victim or otherwise, shall promptly report the allegations to OEO for assistance in evaluating the situation and determining an appropriate course of action.

All complaints will be investigated promptly, thoroughly and objectively. It is imperative that complaining parties and possible witnesses cooperate fully in any such investigation. The complaints and the information obtained during the investigation will be kept confidential to the extent practical and appropriate under the circumstances. Complaining parties and those participating in an investigation are also expected to maintain appropriate confidentiality and should not openly discuss the matter in the workplace.

Should the investigation of the reported or suspected act of unlawful discrimination or harassment reveal that an individual has, in fact, engaged in any form of unlawful discrimination or harassment, management will take appropriate disciplinary action.

No Retaliation

Retaliation against any person who makes or assists in making a complaint regarding unlawful discrimination or harassment or who cooperates in an investigation is prohibited. Any person who thinks he or she has been retaliated against or has been threatened with retaliation should immediately notify his or her supervisor, manager, director, and/or OEO in accordance with the Complaint Procedure above.

EFFECTIVE: January 16, 1998

REVISED: August 1, 2000

REVISED: January 22, 2010 (*supersedes Equal Employment Opportunity Policy, Policy Against Sexual Harassment, and Notice Avenue of Appeals Complaints*)