

POLICY	EQUAL EMPLOYMENT OPPORTUNITY	Resolution Number	26-66
		Revision Effective Date	06/17/2026
		Original Effective Date	09/03/1997
PURPOSE	To ensure equal employment opportunities for Applicants and Employees in terms and conditions of employment.		
DEFINITIONS	<u>Applicant</u> – A person who submits a written application for, or written expression of interest in, an employment position with NTTA <u>Employee</u> – Any NTTA employee		
POLICY	NTTA will make decisions that impact the terms and conditions of employment, including recruitment, hiring, compensation, benefits, transfers, training, promotions, demotions, discipline, layoffs, terminations, and any other employment decision, based on merit, qualifications, and competence and not influenced by race, color, religion, gender, gender identity, sex, sexual orientation, age, national or ethnic origin, ancestry, physical or mental disability, genetic information, veteran status, pregnancy, lactation, or any other legally protected characteristic. NTTA will make reasonable accommodations for the sincerely held religious beliefs and practices of an Applicant or Employee that conflict with an NTTA policy unless the accommodation would impose an undue hardship on the conduct of NTTA's business.		
REFERENCES	• Title VII, 42 U.S.C. § 2000e • Americans with Disabilities Act, as amended (ADA); Texas Commission on Human Right Act • Age Discrimination in Employment Act, as amended (ADEA) • NTTA Employee Handbook, Section 1.7 • Policy on Equal Access for Applicants, Employees, and Members of the Public • Other related federal and state employment laws		