

MTA ALL AGENCY POLICY STATEMENT

Americans With Disabilities Act and New York State Human Rights Law

The Metropolitan Transportation Authority (“MTA”), and its affiliated and subsidiary agencies New York City Transit (“NYCT”) including the Manhattan and Bronx Surface Transit Operating Authority (“MaBSTOA”) and the Staten Island Rapid Transit Operating Authority (“SIRTOA”), Metro-North Railroad (“MNR”), Long Island Rail Road (“LIRR”), MTA Bus Company (“BUS”), Bridges and Tunnels (“B&T”), Construction and Development (C&D) and Grand Central Madison Concourse Operating Company (“GCMC”), hereinafter collectively referred to as “MTA”, are fully committed to equal opportunity for all employees and applicants for employment and prohibit discrimination on the basis of disability in all of its employment practices. Such interference with the ability of the MTA's employees to perform their expected job duties is not tolerated. The Americans with Disabilities Act (“ADA”) and New York State Human Rights Law (“NYSHRL”) require the MTA to provide reasonable accommodation to qualified applicants and employees with disabilities or pregnancy-related conditions under certain circumstances. The MTA recognizes this obligation and has adopted guidelines to ensure its compliance with the ADA and the NYSHRL.

To request a reasonable accommodation for a disability or pregnancy-related condition relating to your employment or application for employment with the MTA, please contact your Agency’s HR People Function liaison. MTA’s Reasonable Accommodations for Job Applicants and Employees with a Disability or a Pregnancy Related Condition Policy is available on the MTA’s intranet site.

All employees and applicants for employment shall be protected from retaliation or harassment for filing a complaint or participating in an investigation of a complaint. Reprisal against or interference with an employee's or applicant's right to file a complaint concerning such matters constitutes a violation of this Policy. The MTA Equal Employment Opportunity Policy and Sexual and Other Discriminatory Harassment Policies also contain pertinent information relating to claims of discrimination.

If you believe you have been subjected to a violation of MTA’s Equal Employment Opportunity (“EEO”) Policy in your employment or application for employment, you have a right to file a complaint of discrimination and/or retaliation directly with your Agency’s Chief Equal Opportunity Officer or other personnel at the appropriate agency listed below:

MTA Headquarters
Lourdes Zapata
2 Broadway, 16th Floor
New York, NY 10004
646-252-1385
lourdes.zapata@mtahq.org

Construction and Development
Dr. Rosalyn Green
2 Broadway, 8th Floor
New York, NY 10004
646-252-4379
rosalyn.green@mtacd.org

Bridges and Tunnels
Joyce D. Brown
2 Broadway, 23rd Floor
New York, NY 10004
646-252-7430
joyce.brown@mtahq.org

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MTA Bus
Vernessa Moses
130 Livingston St., 3rd Floor
New York, NY 10004
718-694-1708
vernessa.moses@nyct.com

Long Island Rail Road
Jodi Savage
Jamaica Station – 4th Floor
Jamaica, NY 11435
718-558-8170
jodi.savage@mtahq.org

Metro-North Railroad
Mayra Bell
420 Lexington Ave. 12th Floor
New York, NY 10170
212-340-2560
mbell@mnrr.org

New York City Transit
Dr. Rosalyn Green (Interim)
130 Livingston Street, 3rd Floor
Brooklyn, NY 11201
646-899-0346
equalopportunity@nyct.com

Complaints also can be filed directly with MTA's Chief Diversity and Inclusion Officer, Lourdes Zapata, at 2 Broadway, 16th Floor, New York, New York 10004, lourdes.zapata@mtahq.org or at (646) 252 - 1385 or you can contact any EEO personnel. You may also report a potential violation to your immediate supervisor or a higher-level supervisor, although you are not required to do so.

Managers and supervisors are required to notify the Agency's Chief Equal Opportunity Officer or MTA's Chief Diversity and Inclusion Officer as soon as they receive a complaint or otherwise observe, learn about, or suspect any improper discriminatory or retaliatory conduct, regardless of whether or not:

- a written statement is provided contemporaneously,
- the Complainant requests that no action be taken and/or requests confidentiality, or
- the Complainant works in the manager/supervisor's department, division or unit.

If it is determined that a violation of the MTA's EEO Policy has occurred, the MTA will take appropriate action to remedy the situation. All employees are required to fully cooperate during an investigation. Any employee who is found to have violated the EEO Policy, or any supervisory or managerial employee who knowingly permits a violation of the EEO Policy to occur, may be subject to disciplinary action, up to and including dismissal from employment. Such an employee may also be subject to personal legal and financial liability.

You also have the right to file a complaint externally with an outside agency. For certain complaints, you may be required to file directly in State Court. The following external agencies handle complaints of discrimination and retaliation:

1. The United States Equal Employment Opportunity Commission New York District Office
33 Whitehall Street, 11th Floor, New York, NY 10004, 1-800-669-4000

The EEOC enforces federal anti-discrimination laws, including Title VII of the 1964 Federal Civil Rights Act, 42 U.S.C. § 2000e *et seq.*

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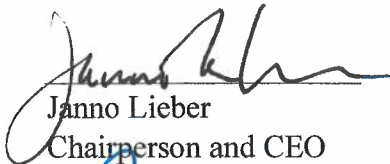
2. The New York State Division of Human Rights Headquarters
One Fordham Plaza, 4th Floor Bronx, NY 10458, 1-888-392-3644

The New York State Division of Human Rights enforces the New York State Human Rights Law, N.Y. Executive Law, art. 15, § 290 *et seq.*

3. The New York City Commission on Human Rights and enforcement agencies of other localities may also be available venues.
- A. A lawsuit alleging violation of the New York State Human Rights Law may be filed in state court. A lawsuit alleging violation of federal anti-discrimination laws may be filed in federal court pursuant to a Notice of Right to Sue issued by the EEOC.
- B. Filing an complaint with the Agency's DEO Division under this Policy does not extend the time to file an external complaint and there is not a requirement that persons covered by this Policy file an internal complaint before seeking an external remedy.

This Policy Statement is to be posted in prominent locations throughout MTA's facilities.

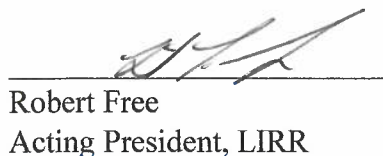
Effective: January 1, 2024



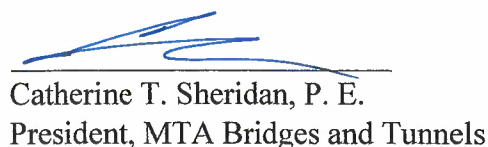
Janno Lieber
Chairperson and CEO



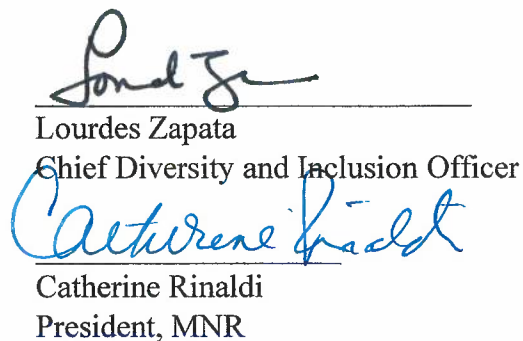
Jamie Torres-Springer
Chief Development Officer and
President MTA C&D



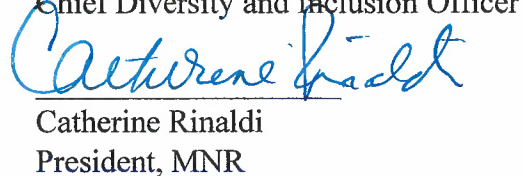
Robert Free
Acting President, LIRR



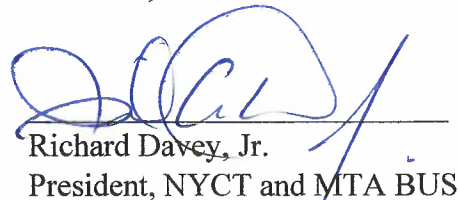
Catherine T. Sheridan, P. E.
President, MTA Bridges and Tunnels



Lourdes Zapata
Chief Diversity and Inclusion Officer



Catherine Rinaldi
President, MNR



Richard Davey, Jr.
President, NYCT and MTA BUS