



EEO POLICY STATEMENT 2018-2022

The City of Fort Collins (“City”) and the Transfort Department, a department within the City organization, have a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

The Transfort Department’s Equal Employment Opportunity (EEO) policy applies to all departmental employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination and retaliation. Employees receive written notice of the means for filing such complaints. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

The Transfort Department is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

As the City of Fort Collins City Manager, I maintain overall responsibility and accountability for the Transfort Department’s compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Carol Thomas, Equal Opportunity and Compliance Manager, cathomas@fcgov.com, as the City’s EEO Officer. Carol Thomas reports directly to the Senior Assistant City Manager and acts with my authority with all levels of management and employees.

All Transfort Department executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring The Transfort Department’s EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. The Transfort Department will evaluate managers’ and supervisors’ performance on their successful implementation of The Transfort Department’s EEO policies and procedures, in the same way the City assesses their performance regarding other agency goals.

The Transfort Department is committed to continuing to develop and implement a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the City is committed and make the Transfort Department’s EEO Program policy available for inspection by any Transfort Department employee or applicants for employment upon request.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of the Transfort Department’s EEO Policy and Program.

Darin Atteberry
City Manager
City of Fort Collins