



Regional Transit Authority
2817 Canal Street
New Orleans, LA 70119-6307

RESOLUTION NO. _____

STATE OF LOUISIANA PARISH OF ORLEANS

AUTHORIZATION TO ADOPT RTA WORK POLICIES AS AMENDED

Introduced by Commissioner _____, seconded by Commissioner _____.

WHEREAS, RTA is authorized to plan, construct, and permanently operate a high-capacity system of transportation infrastructure and services to meet regional public transportation needs in the New Orleans region; and

WHEREAS, adoption of this amended agency-wide policy continues to establish certain guidelines and policies to be followed by RTA; and

WHEREAS, RTA establishes protocols to create, amend, and disseminate administrative policies and procedures (policies). A uniform policy format provides clear and concise steps for establishing or revising policies to achieve maximum organizational efficiency and understanding; and

WHEREAS, the Board adopts all agency policies including any substantive changes or amendments while the RTA Human Capital Business Unit has the authority to make any non-substantive changes, and the CEO maintains a system, records, and reports that are consistent with industry best practices and statutory requirements to align agency resources with the Board's objectives and the agency's mission; and

WHEREAS, RTA is committed to ensuring proper controls and complying with legal regulations and industry best practices for agency-wide policies; and

WHEREAS, RTA staff introduced the policy listed below that was previously approved, and needed edits have been incorporated.

RTA's Chief Diversity, Equity and Inclusion Officer has reviewed the policies pertaining to the Office of Diversity, Equity, and Inclusion. The changes are mainly changing Human Resources to Diversity, Equity and Inclusion or adding Diversity, Equity and Inclusion in some instances.

1. HC2 RTA Civil Rights Policy – clarified processes
2. HC4 RTA Equal Employment Opportunity Policy – clarified processes
3. HC5 RTA Gender Transition Policy
4. HC10 RTA Preventing Sexual Harassment
5. HC11 RTA Employee Training and Development Policy – clarification of mandatory training
6. HC18 RTA Ethics Policy
7. HC31 RTA Reasonable Accommodation Policy
8. HC43 Religious Accommodation Policy
9. HC47 RTA Whistleblower Protection Policy
10. HC38 Internal Complaint Process Policy – absorbed in HC4 Equal Employment Opportunity Policy

NOW, THEREFORE, BE IT RESOLVED that the Board of Commissioners of the Regional Transit Authority hereby approves the attached amended agency-wide policies.

THE FOREGOING WAS READ IN FULL; THE ROLL WAS CALLED ON THE ADOPTION THEREOF AND RESULTED AS FOLLOWS:

YEAS:	_____
NAYS:	_____
ABSTAIN:	_____
ABSENT:	_____

AND THE RESOLUTION WAS ADOPTED ON THE nd DAY OF .

**MARK RAYMOND, JR.
CHAIRMAN
RTA BOARD OF COMMISSIONERS**