



TRI-CITIES AIRPORT AUTHORITY EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Tri-Cities Airport Authority is fully committed to guaranteeing to its employees and all applicants for employment equal employment opportunities regardless of race, gender, age, religion, national origin, genetic information, disability or protected veteran status, except where such status is a bona fide occupational qualification. This equal employment opportunity commitment is fully applicable to hiring, promotion, demotion, transfer, recruitment and recruitment advertising, selection for training, layoff, recall from layoff, discipline, termination, rates of pay and other forms of compensation.

Moreover, Tri-Cities Airport Authority is an affirmative action employer. Our Affirmative Action Plan provides in detail the steps we are taking to guarantee equal employment opportunities for minority groups, women, Vietnam Veterans, Special Disabled Veterans, other disabled persons, and all persons for whom affirmative action is required. This Affirmative Action Plan is available for review by employees from 9:00 a.m. to 4:00 p.m., Monday through Friday in our Human Resources Department or by appointment. Applicants for employment by Tri-Cities Airport Authority may make an appointment with the Human Resources Department to review our Affirmative Action Plan.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged or may engage in any of the following activities:

- a) Filing a complaint;
- b) Assisting or participating in an investigation, compliance evaluation, hearing or other activity related to the administration of the affirmative action provisions of the Veterans' Readjustment Assistance Act of 1974, as amended ("VEVRAA"), Section 503 of the Rehabilitation Act of 1973 ("Section 503") or any other federal, state or local law requiring equal opportunity for special disabled veterans or veterans of the Vietnam era or workers with disabilities or any other state or federal law prohibiting discrimination;
- c) Opposing any act or practice made unlawful by VEVRAA, Section 503 or their implementing regulations or any other federal, state or local law requiring equal opportunity for special disabled veterans or veterans of the Vietnam era or disabled workers or any other state or federal law prohibiting discrimination; or
- d) Exercising any other right protected by VEVRAA, Section 503 or their implementing regulations or any other state or federal law prohibiting discrimination.

A handwritten signature in black ink, appearing to read 'Gene Cossey', written over a horizontal line.

Gene Cossey, A.A.E., IAP
President/CEO
April 2024