

### **Sex-Based Discrimination**

Sex discrimination involves treating someone unfavorably because of that person's sex, including the person's sexual orientation, gender identity, or pregnancy. Discrimination against an individual because of gender identity, including transgender status, or because of sexual orientation is discrimination because of sex in violation of Title VII.

### **Sexual Harassment**

It is unlawful to harass a person (an applicant or employee) because of that person's sex. Harassment can include "sexual harassment" or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature.

Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person's sex. For example, it is illegal to harass a woman by making offensive comments about women in general. Both victim and the harasser can be either a woman or a man, and of the same sex.

### **Sexual Orientation and Gender Identity Discrimination**

It is unlawful to subject an employee to workplace harassment that creates a hostile work environment based on sexual orientation or gender identity. Harassment can include, for example, offensive or derogatory remarks about sexual orientation. Harassment can also include, for example, offensive or derogatory remarks about a person's transgender status or gender transition.

The District is an Equal Opportunity Employer ("EOE") and does not discriminate based on race, creed, gender, pregnancy, religion, national origin, citizenship, age, disability, political affiliation, marital status, veteran status, gender identity or any other legally protected category in accordance with applicable federal, state, and local laws. Employment opportunities include all employment practices including recruitment, selection, promotions, terminations, inter-departmental transfers, layoffs, compensation, training, benefits, and other terms and conditions of employment. No person shall be excluded from participating in, denied the benefits of, or be subject to discrimination in employment under any project, program or activity receiving federal financial assistance from the federal transit laws.

The overall goal of the District is to have, in its employ, individuals within its workforce that reflect each segment of the various demographical backgrounds that make up the Lakeland and Polk County urban area. This goal is extended to having members of the various ethnic backgrounds in various positions, such as supervisory, professional, clerical and service delivery positions.

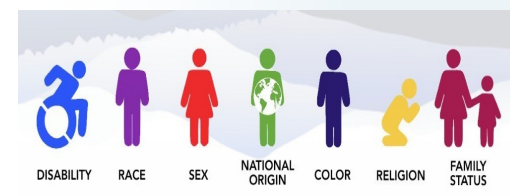
It is important to the District that each employee who joins our team be qualified to perform job duties set forth in the job description. All applicants are recruited and selected based on transferable skills, knowledge, previous work experience, and the minimum educational level for the specific position that is required for successful job performance. We are proud to offer equal employment opportunities and we embrace the diversity that makes up our family of employees.

### **Citrus Connection**

Human Resources  
Email: [HR@ridecitrus.com](mailto:HR@ridecitrus.com)

## **EEOC Protected Class**

### **Title VII**





## **Title VII of the Civil Rights Act of 1964**

**Title VII prohibits employment discrimination based on race, color, religion, sex and national origin.**

**Types of discrimination under this act includes:**

**Age**

**Disability**

**Equal Pay/Compensation**

**Genetic Information**

**National Origin**

**Pregnancy**

**Race/Color**

**Religion**

**Retaliation**

**Sex**

**Sexual Harassment**

**Sexual Orientation and Gender Identity**

### **Age Discrimination**

Age discrimination involves treating an applicant or employee less favorably because of his or her age. The Age Discrimination in Employment Act (ADEA) forbids age discrimination against people who are age 40 or older.

### **Disability Discrimination**

Disability discrimination occurs when an employer or other entity covered by the Americans with Disabilities Act, as amended, or the Rehabilitation Act, as amended, treats a qualified individual who is an employee or applicant unfavorably because he or she has a disability.

### **Equal Pay/Compensation Discrimination**

The Equal Pay Act requires that men and women in the same workplace be given equal pay for equal work. The jobs need not be identical, but they must be substantially equal. Job content (not job titles) determines whether jobs are substantially equal. If there is an inequality in wages between men and women, employers may not reduce the wages of either sex to equalize their pay.

### **Genetic Information**

Under Title II of GINA, it is illegal to discriminate against employees or applicants because of genetic information.

### **National Origin**

National origin discrimination involves treating people (applicants or employees) unfavorably because they are from a particular country or part of the world, because of ethnicity or accent, or because they appear to be of a certain ethnic background. National origin discrimination also can involve treating people unfavorably because they are married to (or associated with) a person of a certain national origin.

### **Pregnancy**

Pregnancy discrimination involves treating a woman unfavorably because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth.

### **Race/Color Discrimination**

Race discrimination involves treating someone (an applicant or employee) unfavorably because he/she is of a certain race or because of personal characteristics associated with race (such as hair texture, skin color, or certain facial features). Color discrimination involves treating someone unfavorably because of skin color complexion. Race/color discrimination also can involve treating someone unfavorably because the person is married to a person of a certain race or color.

### **Religious Discrimination**

Religious discrimination involves treating a person (an applicant or employee) unfavorably because of his or her religious beliefs. The law protects not only people who belong to traditional, organized religions, such as Buddhism, Christianity, Hinduism, Islam, and Judaism, but also others who have sincerely held religious, ethical or moral beliefs.

### **Retaliation**

The EEO laws prohibit punishing job applicants or employees for asserting their rights to be free from employment discrimination including harassment. Asserting these EEO rights is called "protected activity," and it can take many forms. For example, it is unlawful to retaliate against applicants or employees for:

- Filing or being a witness in an EEO charge, complaint, investigation, or lawsuit.
- Communicating with a supervisor or manager about employment discrimination, including harassment.
- Answering questions during an employer investigation or alleged harassment.
- Refusing to follow orders that would result in discrimination.
- Resisting sexual advances, or intervening to protect others.
- Requesting accommodations of a disability or for a religious practice.
- Asking managers or co-workers about salary information to uncover potentially