

**Transdev Services, Inc.**  
**Nassau Inter-County Express**

*Equal Employment Opportunity Policy Statement*

It is the policy of Transdev Services, Inc./Nassau Inter-County Express (NICE) to provide equal employment opportunity for all employees and applicants for employment without regard to race, color, religion, creed, national origin, genetic information, ancestry, sex, sexual orientation, age, disability, veteran or marital status, or any characteristic protected by New York State or federal law. This policy applies to all personnel actions, including but not limited to: promotion, demotion, transfer, recruitment, layoff or other discharge, rehire, rates of pay, benefits, and selection for work assignments. Unlawful interference with the ability of NICE employees to perform their expected job duties is prohibited and will not be tolerated.


NICE is fully committed to complying with all applicable laws governing and providing equal employment opportunities for all employees and applicants for employment. NICE is committed to providing a diverse workforce, reflective of our community, and has established goals to provide minorities and women equal opportunities in our workplace. This Policy and the Equal Employment Opportunity (EEO) Program shall have the ultimate goal of removing any form of discrimination in all aspects of employment. Responsibility for implementing NICE's EEO Program has been assigned to the EEO Officer who reports directly to the Chief Executive Officer of NICE. All directors, managers, and supervisors are responsible for carrying out this Policy and have been assigned specific tasks as appropriate to ensure and achieve compliance. NICE evaluates the performance of managers, supervisors, and others based upon the success of the EEO Program in the same manner that NICE evaluates their performance in other NICE goals. The EEO Program is available for inspection by any employee or applicant for employment upon request, by contacting the EEO Officer.

All employees and applicants for employment shall be protected from threatening behavior, coercion, intimidation, retaliation, interference, or discrimination for filing a complaint of discrimination or participating in any investigation of a complaint of discrimination. Reprisal against or interference with an employee's or an applicant's right to file a complaint concerning such matters constitutes a violation of this Policy and will not be tolerated.

NICE 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. Any request for reasonable accommodations should be directed to the Director of Human Resources at 700 Commercial Avenue, Room 209, Garden City, NY 11530.

Any employee or applicant alleging to be subject to discrimination, unfair practice, or retaliation on the basis of any protected characteristic should file a written complaint to NICE Equal Employment Opportunity Officer for investigation so that precautionary or remedial actions may be taken. The EEO Office can be reached by email at [us.nicebuseeo@transdev.com](mailto:us.nicebuseeo@transdev.com). During the investigation, confidentiality will be maintained to the extent practical. All employees are required to fully cooperate during the course of an investigation, and failure to cooperate may constitute a violation of this Policy.

After the investigation is concluded, the EEO Officer will issue a determination. If it is found that a violation of this Policy occurred, NICE will take immediate action to remedy the situation. Any employee who is found to have violated this Policy may be subject to disciplinary action, up to and including termination from employment, and/or remedial measures. In addition to the complaint procedures described above, complaints may also be filed with the New York State Division of Human Rights or the United States Equal Employment Opportunity Commission.



Jack Khzouz  
Chief Executive Officer