



## EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY STATEMENT

1. The Puerto Rico Ports Authority (PRPA) affirms its commitment to treat applicants for employment and employees equally without regard of race, color, national origin, sex, creed, age and handicap. PRPA is an equal employment opportunity employer (*Exhibit A*).

To this effect, it is prohibited for the PRPA or any of its employees to discriminate against an applicant for employment or another employee on the basis of race, color, and religious creed, sex, age, national origin, or any other basis prohibited by local, or federal law, or to be excluded from participation in, or denied the benefits of, or be subject to discrimination under any project, program, or activity funded in whole or in part through federal financial assistance.

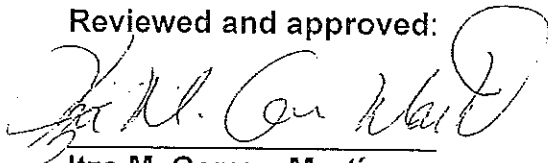
2. The PRPA supports the concept of an active affirmative action program consistent with Federal laws, court decisions, executive orders, and regulations, including goals and timetables, in order to overcome the effects of past discrimination on minorities and women.
3. To assist in discharging my responsibility as Executive Director for achieving an effective Equal Employment Opportunity Program (EEO), I have designated the Equal Opportunity Officer (EEO), Ms. Susana Figueroa Liggett, the management and the day-to-day responsibilities of the EEO.
4. All PRPA managers and supervisors have the responsibility of ensuring compliance is achieved through understanding, communicating, and active involvement in the support of this policy.
5. Performance evaluations of managers and supervisors of the PRPA shall include evaluating the success of the EEO program in the same manner as performance on other goals.
6. Applicants and employees have the right to file complaints alleging discrimination with the EEO, Executive Deputy Director, Supervisor, and federal or local civil rights commissions such as the Equal Employment Opportunity Commission.

7. This policy extends to all areas of employment including recruitment, selection and placement, compensation, promotion, transfer, discipline, demotion, lay-off, termination, training, daily working conditions, benefits and all other terms and conditions of employment.
8. This policy will benefit recipient/subrecipient/contractor through fuller utilization and development of previously underutilized human resources.
9. There are other written policies, as the Regulation No. 76 of Reasonable Accommodation as part of the EEO compliance.

Furthermore, I expect from each contractor, supplier, union, or other pertinent agency, which the organization do business with, to support this policy by complying with all applicable local and federal equal employment opportunity law and regulations.

Moreover, al new hires will receive training on EEOP during their new hire orientation. Also, a copy of this policy will be at the employee personnel policies and procedures manual, on employee notice boards, recruiting application package, and it will be posted on PRPA's website.

Reviewed and approved:



**Itza M. Gerena Martínez**  
Acting Executive Director  
January 29, 2015

IMGM/SFL