

**Anna Munro**

**From:** Doug Tobin  
**Sent:** Friday, May 24, 2019 4:14 PM  
**To:** Anna Munro  
**Subject:** RE: EEO Page is complete see link



# WELCOME

to the *new* CareerSource Tam

- Home
- Transition ~ FAQs
- Calendar of Events
- Staff Kudos
- Staff News
- IT Ticket System

[ADP Workforce Now](#)

[Company News / Media](#)

[Workforce Professional Development Summit 2018](#)

[Announcements](#)

[Faces of CareerSource Tampa Bay](#)

[Local Workforce Service Plan](#)

[Employ Florida](#)

[CSTB Website – Home](#)

[Board of Directors](#)

[Equal Employment Opportunity \(EEO\)](#)

## Department Forms

[Administrative Services / Finance](#)

[Basic Core Services](#)

[Desk Guides – Policies – Procedures](#)

[Human Resources](#)

[Hurricane Maria Evacuees Assistance](#)

[IT](#)

## EEO (Equal Employment Opportunity)

### Equal Employment Opportunity

In order to provide equal employment and advancement opportunities to all employees at CareerSource Tampa Bay will be based on merit, experience, aptitude, and ability.

CareerSource Tampa Bay is committed to equal employment opportunity. We do not discriminate on the basis of race, color, religion, creed, national origin, sex, sexual orientation, gender identity information, marital status, veteran status, uniform service member status, or any other protected class under federal, state, or local law.

This nondiscrimination policy extends to all terms, conditions, and privileges of employment at CareerSource Tampa Bay facilities, participation in all CareerSource Tampa Bay employment actions such as promotions, compensation, benefits, and termination. A copy of this document can be found in the CareerSource Tampa Bay Employee Handbook (09.04 (1)).

CareerSource Tampa Bay also provides all employees with an Ethical Helpline. Employees are encouraged to be comfortable in approaching your supervisor or management in instances where ethical standards have occurred. In situations where you prefer to go through a neutral third party, you may now place a report in confidence. You will be investigated thoroughly and fairly. You can access [the website here](#).

How do I file an EEO grievance? The following PDF gives you step by step instructions on filing an EEO grievance. [EO officer document in english and spanish 4-20](#)

Each facility has additional messages of importance. These messages are posted in common areas. See photos of message boards below:





# WELCOME

to the *new* CareerSource Tampa Bay

[ADP Workforce Now](#)

[Company News / Media](#)

[Workforce Professional Development Summit 2018](#)

[Announcements](#)

[Faces of CareerSource Tampa Bay](#)

[Local Workforce Service Plan](#)

[Employ Florida](#)

[CSTB Website – Home](#)

[Board of Directors](#)

[Equal Employment Opportunity \(EEO\)](#)

## Department Forms

[Administrative Services / Finance](#)

[Basic Core Services](#)

[Desk Guides – Policies – Procedures](#)

[Human Resources](#)

[Hurricane Maria Evacuees Assistance](#)

[IT](#)

[Marketing/Communications](#)

[MIS](#)

## Staff Kudos ~ Zoe Batista

Dear Ms. Batista, I would like to formally thank you for your extreme passion and dedication that you've showed me since joining the WIOA Youth Program has been a great experience. During my journey at Career Source Tampa Bay, I had been searching for someone who could help me with my career development and you were the perfect fit. Thank you for your support and guidance.

## MAY 22 People on the Move

### New Hires:

- **Ruby Johnson**, Summer Youth Program Career Specialist joined on 5/22/2019 and will be working with Levin and her team at Eisenhower.
- **Patty Joseph**, Summer Youth Program Specialist Intern joined on 5/22/2019 and will be working with her team at Eisenhower.
- **Ivan Cotto**, DVOP ESR II joined on 5/22/2019 and will be working with his team at Eisenhower.

## MAY 21 MILITARY VETERAN OFFER





# WELCOME

to the *new* CareerSource Tampa Bay

- Home
- Transition ~ FAQs
- Calendar of Events
- Staff Kudos
- Staff News
- IT Ticket System
- ...

- ADP Workforce Now
- Company News / Media
  - Workforce Professional Development Summit 2018
  - Announcements
  - Faces of CareerSource Tampa Bay
  - Local Workforce Service Plan
- Employ Florida
- CSTB Website – Home
- Board of Directors
- Equal Employment Opportunity (EEO)

- ### Department Forms
- Administrative Services / Finance
  - Basic Core Services
  - Desk Guides – Policies – Procedures
  - Human Resources
  - Hurricane Maria Evacuees Assistance
  - IT
  - Marketing/Communications
  - MIS

## Staff Kudos ~ Vierge George

Vierge, Thank you for reaching out to me. It was just as much of a pleasure to work closely with you in my job search. Your dedication and hard work does not seem I am also having to do the SNAP ...

### MAY 22 People on the Move

**New Hires:**

- **Ruby Johnson**, Summer Youth Program Career Specialist joined on 5/22/2019 and will be working with Levin and her team at Eisenhower.
- **Patty Joseph**, Summer Youth Program Specialist Intern joined on 5/22/2019 and her team at Eisenhower.
- **Ivan Cotto**, DVOP ESR II joined on 5/22/2019 and will be working with ...

### MAY 21 MILITARY VETERAN OFFER

**From:** Doug Tobin  
**Sent:** Thursday, May 23, 2019 3:51 PM  
**To:** Sheila Doyle; Mimi Tran  
**Subject:** EEO Page is complete see link

[https://local.careersourcetampabay.com/?page\\_id=2293](https://local.careersourcetampabay.com/?page_id=2293)

**Doug Tobin**

Director of Public Relations/Marketing  
Equal Employment Opportunity (EEO) Officer

[TobinD@careersourcetampabay.com](mailto:TobinD@careersourcetampabay.com)

**P:** (813) 397-2054 | **F:** (855) 484-6949



**CareerSource Tampa Bay**

4902 Eisenhower Blvd., Ste. 250  
Tampa, FL 33634

Follow us on social media:



Visit us at [www.careersourcetampabay.com](http://www.careersourcetampabay.com)

This email may contain information subject to the Privacy Act of 1974 and is "For Official Use Only." Any misuse or unauthorized disclosure may result in both civil and criminal penalties. CareerSource Tampa Bay is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. TDD/TTY 1-800-955-8771