

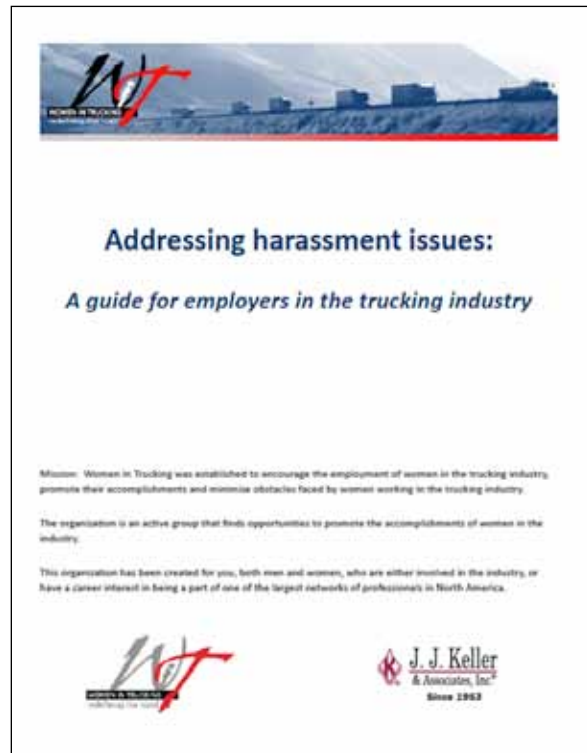
Women In Trucking Association offers anti-harassment guidelines to members

March 2, 2011

The Women In Trucking Association's mission includes the need to address obstacles that might keep women from either considering joining or finding success within the trucking industry. One of those obstacles includes harassment for professional drivers, especially in the area of training.

More women are earning their commercial driver's licenses (CDLs); the number of female trainers is not sufficient to accommodate the increase. Carriers must provide trainers without regard for gender to comply with federal equal opportunity requirements.

The Women In Trucking guide for employers in the trucking industry was prepared by J. J. Keller & Associates, Inc. human resource professionals who are familiar with writing company policies for the trucking industry. The 30-page document begins with a definition of sexual harassment and offers suggestions in selecting, qualifying, and working with trainers and their supervisors in understanding and avoiding complaints from trainees.



The manual suggests policies to recognize and handle concerns before they become complaints, but also provides procedures to report and handle harassment issues. Attachments include a general expectations agreement for both drivers to discuss and sign before heading out for training. It includes a sexual harassment policy and an opposite sex trainer-trainee arrangement form, in addition to other pertinent documents a carrier should consider.

"This best practices manual is the first document to address driver training matters specific to gender and anti-harassment concerns," said Women In Trucking Association's President/CEO, Ellen Voie. "By offering this policy manual free to our corporate members, we are adding value to their membership while helping them create an environment that encourages and supports the employment of women as professional drivers."

Women In Trucking corporate members may request a copy of the policy manual by contacting Voie at ellen@womenintrucking.org.

Women In Trucking was established to encourage the employment of women in the trucking industry, promote their accomplishments and minimize obstacles faced by women working in the trucking industry. The association currently has 1,600 corporate and individual members (men and women) in US, Canada, Australia, United Kingdom and Puerto Rico. For more information, visit www.womenintrucking.org.

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Ellen Voie
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