



## Santa Cruz Metropolitan Transit District EEO Policy Statement

Santa Cruz Metropolitan Transit District has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

Santa Cruz METRO's Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation. All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

Santa Cruz METRO 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.

As Santa Cruz METRO's CEO/General Manager, I maintain overall responsibility and accountability for Santa Cruz METRO's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Monik Delfin HR Deputy Director at (831) 420-2541 as Santa Cruz METRO's EEO Officer. Ms. Delfin will report directly to me and acts with my authority with all levels of management, labor unions, and employees.

All Santa Cruz METRO executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring Santa Cruz METRO's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. Santa Cruz METRO will evaluate its managers' and supervisors' performance on their successful implementation of Santa Cruz METRO's policies and procedures, in the same way Santa Cruz METRO assesses their performance regarding other agency's goals.

Santa Cruz METRO is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and make the EEO Program available for inspection by any employee or applicant for employment upon request.

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of our EEO Policy and Program.

Interim CEO/General Manager

Date