



Capital Metro is committed to promoting and maintaining a diverse and inclusive workforce that represents the communities and customers we serve. We recognize that an inclusive and diverse work environment respects the unique characteristics, skills, and experiences of all staff.

Capital Metro, sub-recipients, and contractors will select staff according to the requirements of the job and are committed to hiring, promoting, and retaining the best qualified persons for all positions regardless of race, color, religion, national origin, sex, age, disability, genetic information, pregnancy, sexual orientation, gender identity, veteran status, military service and/or marital status. Capital Metro will not discriminate based on any of these characteristics. This policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay and other forms of compensation. Capital Metro resolves to fully comply with all applicable laws for establishing and implementing anti-discrimination policies.

All applicants and staff 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.

Capital Metro is committed to providing reasonable accommodations to applicants and staff who need them because of a disability or to practice or observe their religion, absent undue hardship.

As Capital Metro's President & CEO, I maintain overall responsibility and accountability for Capital 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 Donna Simmons, Executive Vice President of Administration/ Diversity, Equity, and Inclusion Officer. Ms. Simmons will report directly to me and acts with my authority with all levels of management, labor unions, and employees. For independence and integrity of the EEO process, all investigations will be conducted by a third-party contractor.

This Policy Statement will be posted on Capital Metro's Intranet and Internet site. Requests can also be made to receive Capital Metro's EEO Program by e-mail to: eeo.officer@capmetro.org.

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

Capital 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 staff member or applicant for employment upon request.

I am personally committed to cultivating an inclusive work environment that embraces and fosters innovation, acknowledges all unique human characteristics, and provides tools for empowerment, increased opportunity, and unity among staff and the customers we serve. Capital Metro is also committed to taking steps to fight racism and ensuring that Capital Metro is a place where everyone can succeed both personally and professionally, has equal opportunity, and feels they truly belong.

While this document does not constitute an employment contract between Capital Metro and its staff, it embodies our endorsement of the principles of diversity, equity, and inclusion as vital elements in the Agency's continued success. In this regard, it is the intent and resolve of Capital Metro to fully comply with all applicable laws for establishing and implementing anti-discrimination policies.

It is the responsibility of all employees to act in accordance with our equal employment opportunity policy.

Jacqueline Evans, Director,
Diversity, Equity & Inclusion

Date

Donna Simmons, Executive Vice President,
Administration/Diversity, Equity & Inclusion Officer

Date

Ashley Glotzer, Chief Counsel

Date

Randy Clarke, President & CEO

Date