

## **Equal Employment Opportunity (EEO) Policy Statement**

The San Francisco Bay Area Rapid Transit District (District) is committed to providing a work place free of discrimination, harassment and retaliation for filing a complaint. It is also the District's policy and practice to assure equal employment opportunity in all personnel transactions including hiring, promotions, terminations, transfers, layoffs, compensation, training, benefits and other terms and conditions of employment without regard to race, color, marital status, sexual orientation, religion, national origin, ancestry, age, sex, gender identity, disability, medical condition (cancer), family and medical care leave, pregnancy disability leave, Vietnam Era veterans' status, or other non-job related criteria.

The District is committed to the implementation of its Equal Employment Opportunity (EEO) Policy Statement and the Equal Employment Opportunity Program (EEOP). The Department Manager of the Office of Civil Rights is designated as the EEO Officer. The EEO Officer is responsible for daily management of the District's EEO Policy Statement and EEOP. The General Manager is responsible for the implementation of the EEO Policy Statement and EEOP.

Consistent with applicable federal and state laws, the District will undertake an affirmative action program, including goals and timetables, in order to overcome the effects of past discrimination of minorities and women. The successful achievement of EEO goals will benefit the District through fuller utilization and will enhance District efforts to achieve a workforce which is reflective of the labor market in the community we serve.

All managers and supervisors will be responsible for the implementation of the District's EEO Policy Statement and EEOP. Their performance will be evaluated on the success of the implementation of the EEO Policy Statement and EEOP in the same way as their performance is evaluated on other District goals.

All BART employees are responsible for conducting themselves in accordance with the District's EEO Policy Statement. An employee or job applicant who believes that they have been a victim of discrimination, harassment or retaliation has the right to file a complaint with the EEO Officer. Retaliation for filing a complaint is prohibited by law.

It is the intent of the District to maintain a diverse workforce that is free from discrimination and harassment. The cooperation of every employee in this matter is expected and appreciated.

Any employee who believes he or she has experienced EEO discrimination or harassment is encouraged to file a complaint with the District's Office of Civil Rights. Complaints of discrimination, harassment or retaliation can be directed to:

**The Office of Civil Rights  
300 Lakeside Drive, Suite 1800  
Oakland, CA 94612  
(510) 464-6107**

signature on file  
**Dorothy W. Dugger**  
**General Manager**

April 17, 2008  
**Dated**