



**EQUAL EMPLOYMENT
OPPORTUNITY (EEO) POLICY
STATEMENT**

Approved by: President & CEO June 2025

CapMetro 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. We are committed to providing equal opportunities in employment and do not discriminate on the basis of race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected characteristic.

CapMetro, 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, marital status, or other protected class. CapMetro will not discriminate based on any of these protected characteristics. This Policy Statement 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. CapMetro resolves to fully comply with all applicable laws for establishing and implementing anti-discrimination policies.

All applicants and team members 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.

CapMetro 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 CapMetro's President & CEO, I maintain overall responsibility and accountability for CapMetro'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, Chief Administrative Officer, as CapMetro's EEO Officer. Ms. Simmons will report directly to me on EEO-related matters 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. Individuals can contact Ms. Simmons at eeo.officer@capmetro.org.

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

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

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

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

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

E-SIGNED by Dottie Watkins

on 2025-06-02 22:37:00 GMT

6/2/2025
Date

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June 2025

Approved by: Dottie Watkins

President & CEO