



METRO

**EEO
POLICY STATEMENT**

March 2018

**Approved by: Randy Clarke
President/CEO**

Capital Metro 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.

The Capital Metro 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.

Capital 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 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, Safety and EEO, as Capital Metro's EEO 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 EEO 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.

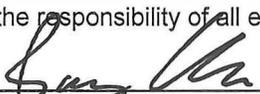
All Capital Metro executives, management, and supervisory personnel share in the responsibility for implementing and monitoring Capital Metro's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. Capital Metro will evaluate its managers' 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 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.

While this document does not constitute an employment contract between Capital Metro and its employees, it embodies our endorsement of the principles of equal employment opportunity as a vital element 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.



Randy Clarke, President/CEO



Date