EQUAL EMPLOYMENT OPPORTUNITY (EEO)

Statement of Policy:

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 (including language use restrictions), ancestry, age (40 and above), sex (gender, gender identity, gender expression), disability (mental and physical, including HIV and AIDS), medical condition (cancer/genetic characteristics and information), request for family care leave, request for pregnancy disability leave, request for leave for an employee's own serious health condition, or military or veteran status.

District employees who meet state and federal eligibility requirements are:

- Guaranteed leave if disabled because of pregnancy;
- Guaranteed reasonable accommodation for pregnancy;
- Guaranteed leaves for the birth or adoption of a child, for the employee's own serious health condition, or to care for a "family member" (as defined by law) with a serious health condition;
- Protected from harassment because of their sex, race, or any other category covered under the law; and/or
- Protected from retaliation for filing a complaint, for participating in the investigation of a complaint, or for protesting possible violation of the law.

District employees with disabilities are also entitled to reasonable accommodation when necessary in order to perform the job.

The District recognizes and values the diversity of its workforce and the benefits to the District programs and services that are promoted by diverse viewpoints, life experiences, and cultural perspectives. The District supports and encourages diversity and provides education and training related to the benefits and challenges of working productively in a culturally diverse environment.

Implementation

The District's commitment to implementing its Equal Employment Opportunity (EEO) Policy extends to officials at the highest level. The policy is implemented through its Equal Employment Opportunity Program (EEOP). The Department Manager of the Office of Civil Rights is the designated EEO Officer responsible for daily management of

the District's EEO Policy and EEOP. The General Manager is responsible for the implementation of the EEO Policy and EEOP.

Consistent with applicable federal and state laws, the District's EEOP is an affirmative action program that includes goals and timetables designed to overcome the effects of past discrimination of minorities and women. The successful achievement of EEO goals will benefit the District through fuller utilization of women and minorities and will enhance the District's efforts to achieve a workforce reflective of the labor market in the community it serves.

All District personnel, including Board members, are responsible for and required to comply with the EEO Policy and EEOP. District personnel are accountable for evaluating a diverse pool of candidates in a manner that is free of artificial impediments to the selection of any qualified individual. Managers' and supervisors' performance will be evaluated on the implementation of the EEO Policy 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. 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 Office of Civil Rights.

Reporting

Any employee who believes that they have experienced EEO discrimination, harassment and/or retaliation is encouraged to file a complaint with the District's Office of Civil Rights. Complaints of discrimination, harassment or retaliation should be directed to:

Office of Civil Rights
300 Lakeside Drive, Suite 1800
Oakland, CA 94612
(510) 464-6107
officeofcivilrights@bart.gov

Grace Crunican
General Manager

1-25-16
Date