

# EQUAL EMPLOYMENT OPPORTUNITY STATEMENT OF POLICY

LOS ANGELES COUNTY METROPOLITAN TRANSPORTATION AUTHORITY / PUBLIC TRANSPORTATION SERVICES

The Los Angeles County Metropolitan Transportation Authority (LACMTA) is an Equal Employment Opportunity (EEO) employer committed 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.

LACMTA's 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.

LACMTA 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 LACMTA's CEO, I maintain overall responsibility and accountability for LACMTA's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Mr. Dan Levy, Chief, Office of Civil Rights as LACMTA's EEO Officer. Mr. Levy will report directly to me and acts with my authority with all levels of management, labor unions, and employees.

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

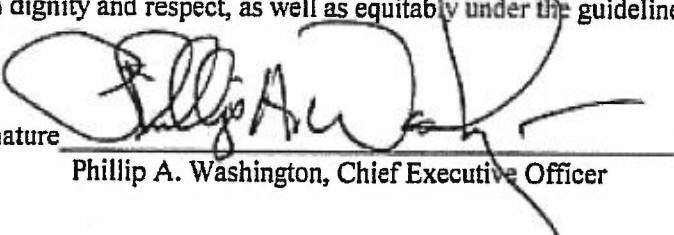
LACMTA is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and make the EEO Program available for inspection by any employee or applicant for employment upon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

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.

This EEO Statement of Policy (CIV 1) will be reviewed, updated and reaffirmed annually. The policy may be found online at <http://mymetro/AdminPolicies/Policies/EEO Statement of Policy CIV 01.pdf>. Inquiries concerning the EEO Statement of Policy (CIV 1) or complaints of discrimination, harassment or retaliation can be directed to LACMTA's Chief, Office of Civil Rights at (213) 922-8891 or LACMTA, Chief Office of Civil Rights, One Gateway Plaza, MS: 99-21-4, Los Angeles, CA 90012.

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.

Signature

  
Phillip A. Washington, Chief Executive Officer

Date

11/15/2016



**Metro**