

Sun Metro Transit Equal Employment Opportunity Policy Statement

Sun Metro is strongly committed to the community we serve and our employees. As an equal opportunity employer, we strive for a workforce that reflects our community. 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.

Sun Metro'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, pay rates, 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.

Sun 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 Sun Metro's Director of Mass Transit, I maintain overall responsibility and accountability for Sun 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 Juan Aleman, Project Manager as the Sun Metro's EEO Officer; Mr. Aleman's contact is (915) 212-3439. For EEO related issues, Mr. Aleman will report directly to me and act with my authority with all levels of management and employees.

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

Sun 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 makes the EEO Program available for inspection by any employee or applicant for employment upon request

I am 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 our EEO Policy and Program guidelines.



Anthony R. DeKeyser



Date