

II. RTD EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Regional Transportation District (RTD) management and staff are particularly committed and will continue to support the Federal Transit Administration (FTA) program on equal employment opportunity affecting employment practices, to include recruitment, selection, promotions, terminations, transfers, layoffs, compensation, training, benefits, and other terms and conditions as set forth under the requirements of Circular 4704.1; approved on July 26, 1988.

RTD provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, national origin, ancestry, sex, sexual orientation, age, predisposing genetic characteristic, domestic violence status, disability or veterans or marital status. This Policy applies to all personnel actions, including but not limited to promotion, demotion, transfer, recruitment, layoff or other discharge, recall, rates of pay, benefits, and selection for training. Further, the RTD expressly prohibits any form of unlawful harassment based on race, color, religion, national origin, ancestry, sex, sexual orientation, age, predisposing genetic characteristic, domestic violence status, disability or veterans or marital status. Improper interference with the ability of RTD's employees to perform their expected job duties is not tolerated.

RTD is fully committed to comply with all applicable laws for establishing and implementing an equal employment opportunity program providing equal employment opportunities for all employees and applicants for employment. RTD has developed an equal employment opportunity program, setting goals with timetables to provide minorities and women equal opportunities in its work force. All managers and supervisors are responsible for implementing this program. This responsibility is measured in the same manner as their performance toward other business objectives. The successful achievement of this program provides benefits to RTD through fuller utilization and development of minorities and women employees.

Kathryne Grove, Equal Employment Opportunity (EEO) Manager is responsible for developing and monitoring the RTD Equal Employment Opportunity programs. However, management personnel at every level shares in the responsibility for promoting equal employment opportunity and ensuring compliance. If an employee or applicant believes he/she has been subjected to discrimination or harassment on the basis of any of the protected classifications listed above and wishes to file a complaint, the employee or applicant is encouraged to do so by completing the EEO Case Management Complaint Intake Form that can be found in the RTD Intranet-Internal HUB (accessible to all RTD employees) or via the RTD website www.rtd-denver.com. Additionally, any employee or applicant may contact Ms. Grove, the EEO Manager or one of the Civil Rights EEO Specialists at 1600 Blake Street BLK-31, Denver, Colorado 80202 or by telephone at (303) 299-2190, 299-2433 or (303) 299-2047. The Civil Rights Division within the RTD Executive Office promptly initiates a thorough and impartial inquiry. If, for any reason, the employee does not wish to file the complaint through the intake process or does not wish to bring the complaint to the EEO Manager or to one of the Civil Rights EEO Specialists, then they are to



report the matter to Zamy Silva, Senior Manager of Civil Rights Division, who reports to the RTD General Manager and CEO, David A. Genova, who will promptly initiate a thorough and impartial inquiry. Zamy Silva, Senior Manager of Civil Rights Division may delegate the inquiry to another person. In all cases, confidentiality is maintained throughout the investigation to the extent practical and consistent with RTD's obligation to undertake a full inquiry and to make a determination. In addition, all employees are expected to fully cooperate during the conduct of such an investigation.

All employees and applicants for employment shall be protected from coercion, intimidation, retaliation, interference or discrimination for filing a complaint or assisting in an investigation of a complaint. Reprisal against or interference with an employee or applicant's right to file a complaint or seek counsel concerning such matters constitutes a violation of this Policy.

If it is determined that a violation of this Policy has occurred, RTD will take immediate action to remedy the situation. Any employee who is found to have violated this Policy will be subject to disciplinary action up to and including dismissal from employment. Such an employee may also be subject to personal, legal and financial liability.

In addition to the complaint procedures described above, discrimination complaints may be filed with the Colorado Civil Rights Commission or the United States Equal Employment Opportunity Commission.

This Policy is posted in prominent conspicuous and accessible locations throughout RTD's facilities.

A handwritten signature in blue ink, appearing to read "D. Genova", is written over a horizontal line.

David A. Genova
RTD General Manager and CEO

A handwritten date "4.7.17" in blue ink is written over a horizontal line.

Date