

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

As an equal opportunity employer, the Regional Transportation District (RTD) has a strong commitment to having a workplace and workforce that reflect the communities we serve. No person is unlawfully excluded from employment opportunities based on race (including traits historically associated with race, such as hair texture, hair type, or protective hairstyles), color, religion, national origin, ancestry, sex or gender (including pregnancy, childbirth, and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, age, genetic information, disability, service in the military, marital status, or any other characteristic protected by applicable federal, state, or local laws and ordinances.

RTD's Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection, promotion, training, termination, transfer, demotion, layoff, rates of pay or other forms of compensation, and benefits.

As RTD's General Manager and CEO, I maintain overall responsibility and accountability for RTD's compliance with its EEO Policy and Program. Jill Jablonski, EEO Manager, is responsible for developing and monitoring the RTD Equal Employment Opportunity programs. However, management personnel at every level share in the responsibility for promoting equal employment opportunity and ensuring compliance. RTD will evaluate its managers' and supervisors' performance on their successful implementation of RTD policies and procedures, in the same way RTD assesses their performance regarding other agency goals and business objectives.

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.

If an employee or applicant believes they have 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 filing a complaint through the EEO Compliance Line (<http://rtd-denver.ethicspoint.com/>) or the toll free number at 844-975-0762. Additionally, any employee or applicant may contact Jill Jablonski, EEO Manager, or one of the EEO Specialists directly at 1600 Blake Street BLK-31, Denver, Colorado 80202 or by telephone at (303) 299-2190. The Civil Rights Division promptly initiates a thorough and impartial inquiry. If, for any reason, the employee does not wish to file the complaint through the EEO Compliance Line or does not wish to bring the complaint to the EEO Manager or EEO Specialists, then they can report the matter to Carl Green Jr., Director of the Civil Rights Division, who reports to the General Manager and CEO, Debra A. Johnson, who will promptly initiate a thorough and impartial inquiry. Carl Green Jr. may delegate the inquiry to another person. In all cases, confidentiality is maintained throughout the investigation to the extent practical. In addition, all employees are required to fully cooperate during an investigation.

If it is determined that a violation of this policy has occurred, RTD will take appropriate 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. In addition to the complaint procedures



described above, discrimination complaints may be filed with the Colorado Civil Rights Division or the United States Equal Employment Opportunity Commission.

RTD is committed to providing reasonable accommodation to applicants and employees needing them because of disability or to practice or observe their religion, absent undue hardship.

RTD 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 fairly, and with dignity and respect pursuant to the guidelines of the EEO policy and program.

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



Debra A. Johnson, General Manager and CEO

12.19.22
Date