

**EQUAL EMPLOYMENT OPPORTUNITY
POLICY STATEMENT**

North County Transit District (NCTD) is an Equal Employment Opportunity (EEO) employer that strictly adheres to the provisions of Title VII of the Civil Rights Act of 1964 and to the provisions of the California Fair Employment and Housing Act. NCTD has a strong commitment to the community we serve and our employees. It is the policy of NCTD, its subsidiaries and affiliated organizations, its contractors and subcontractors to provide equal employment opportunities to all persons regardless of age, color, national origin, physical or mental disability, medical condition, race, ancestry, marital status, domestic partner status, religious creed (including religious dress and grooming practices), gender, sex (including pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth, or breastfeeding), sexual orientation, gender identity and/or expression, genetic information and characteristics, status as a disabled veteran or veteran of the Vietnam era, or any other characteristic protected by federal, state, or local law. NCTD also prohibits discrimination based on the perception that anyone has any of the characteristics listed above or is associated with a person who has or is perceived as having any of the characteristics.

In addition, NCTD will make reasonable accommodations for employees and applicants with disabilities or to practice or observe their religion, if it can do so without undue hardship. NCTD's programs are designed to comply with all applicable federal, state, and local EEO laws, directives and regulations and cover all human resource actions including, but not limited to: recruitment or recruitment advertising, hiring, upgrading, selection for training, promotions, terminations, transfers, demotions, layoffs, rates of pay or other forms of compensation, benefits, treatment of employees, and other terms and conditions of employment as set forth under the requirements of FTA Circular 4704.1A; effective on October 31, 2016.

As an equal opportunity employer, NCTD's goal is to achieve proportional representation of women and minorities across the organization as it relates to the local population. NCTD 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.

NCTD's Executive Director will maintain overall responsibility and accountability for NCTD's compliance with its EEO Policy and Program. The overall responsibility for the implementation of the EEO Program, including administration, investigation of complaints, monitoring and oversight rests with Karen Tucholski, Chief Administrative Officer (CAO) (designated as the EEO Officer), who reports directly to the Executive Director and acts with authority of the Executive Director with all levels of management and employees. Additionally, NCTD has staffed the Civil Rights Officer (CRO) to support the EEO Officer with the day-to-day management, including program preparation,

monitoring, and complaint investigation. All management personnel share responsibility to support, implement, and promote EEO and ensuring requisite compliance in the performance of their job duties and responsibilities.

NCTD is committed to enforcing civil rights provisions and protecting the rights and opportunities of all employees and applicants for employment. It is against NCTD policy for any employee to discriminate against an applicant for employment or another employee on the basis of any protected category. Any employee or applicant who feels they have been discriminated against based on any of the protected categories identified above has the right to file a complaint and is encouraged to follow NCTD's Discrimination Complaint procedures for reporting alleged incidents to NCTD's EEO Officer, by email at eeo@nctd.org; by phone at 760-966-6574; or by mail at 810 Mission Avenue, Oceanside, CA 92054. Employees and applicants may also file a complaint with the appropriate state or federal agency. 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.

Managers and supervisory personnel share in this responsibility and are assigned specific tasks to ensure and achieve compliance. NCTD evaluates the performance of managers and supervisors based on the success of the EEO Program in the same manner that the agency evaluates their performance in other agency programs. 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 Policies and Program.

NCTD will update and reaffirm this EEO Policy Statement as needed.



Matthew O. Tucker, Executive Director/CEO



Date