



## **STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY POLICY**

It is the policy of Monterey-Salinas Transit and my personal commitment that equal employment opportunity is provided at all levels of employment and advancement. As an equal opportunity employer, MST strives to have a workforce that reflects the communities we serve. At MST, no person shall be unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity and sexual orientation), age, genetic information, disability, veteran status, or any other protected class.

MST'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, and use of facilities.

All applicants and employees have the right to file complaints alleging discrimination. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in, or may engage in, any activity protected by state, federal or local anti-discrimination laws including filing a complaint.

As MST's General Manager/CEO, I maintain overall responsibility and accountability for MST's compliance with its EEO Program (EEOP, Program) and policy. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Deanna Smith as MST's EEO Officer. Ms. Smith will report directly to me and acts with my authority with all levels of management, labor unions, and employees.

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

Monterey-Salinas Transit 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. MST's EEOP is 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 with dignity, respect, and equity under the guidelines of our EEO Program and policy.

A handwritten signature in black ink, appearing to read "Carl Sedoryk", is written over a horizontal line.

Carl Sedoryk  
General Manager/CEO

4/28/2016

Date