



## MONTEREY-SALINAS TRANSIT STATEMENT OF EQUAL EMPLOYMENT OPPORTUNITY POLICY

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It is the policy of MONTEREY-SALINAS TRANSIT and my personal commitment that equal employment opportunity is provided in the employment and advancement of all persons regardless of race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class. MST's Equal Employment Opportunity Policy applies to all employment actions, including, but not limited to: recruitment or recruitment advertising, hiring, upgrading, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination with the EEO Officer, and retaliation against an individual who files a charge or complaint of discrimination, participates in an employment discrimination investigation or lawsuit, or otherwise engages in protected activity is strictly prohibited and will not be tolerated. MST 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 to MST.

As MST's General Manager/CEO, I maintain overall responsibility and accountability for compliance with our EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Deanna Smith, Compliance Analyst, as MST'S EEO Officer. Deanna Smith reports directly to me and acts with my authority at all levels of management, labor unions, and employees. She may be contacted directly by phone at 831-264-5878; by email at [dsmith@mst.org](mailto:dsmith@mst.org); or at MST, 19 Upper Ragsdale Dr., Suite 200, Monterey, CA 93901.

All MST executives, management, and supervisory personnel share in the responsibility for implementing and monitoring MST'S EEO Policy and Program 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 our EEO policies and procedures in the same way their performance in other agency goals is evaluated.

MST 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 with dignity and respect, as well as equitable under the guidelines of our EEO Policy and Program.

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**Carl Sedoryk, General Manager/CEO**

3/9/2020

**Date**