SACRAMENTO REGIONAL TRANSIT

MEMO

DATE: January 2, 2025

TO: All Sacramento Regional Transit District Employees and Contractors

FROM: Henry Li, General Manager/CEO

SUBJ: SacRT Equal Employment Opportunity Statement

Sacramento Regional Transit District (SacRT) is an equal opportunity employer with the responsibility to take every reasonable effort to prevent or eliminate workplace discrimination. It is illegal to discriminate against a person because he or she complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

Please find attached the Equal Employment Opportunity Policy Statement for the Sacramento Regional Transit District (SacRT) signed for 2025. This policy statement along with federal and state law applies to all types of work situations, including hiring, firing, promotions, harassment, training, wages and benefits.

Should you have questions, contact Greg Walters, SacRT EEO Officer at (279) 234-8377 or gwalters@sacrt.com

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EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Sacramento Regional Transit District (SacRT) has a strong commitment to the community we serve and our employees. As an equal opportunity employer, SacRT strives to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities base on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status or other protected classes.

SacRT'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.

All employees and applicants for employment have the right to file complaints alleging discrimination. Retaliation against a person who files a charge 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.

SacRT 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.

As SacRT's General Manager/CEO, I maintain overall responsibility and accountability for SacRT's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Greg Walters as SacRT's EEO Officer, who reports directly to me and acts with my authority with all levels of management, labor unions and employees. Contact Mr. Walters at 1102 Q Street Suite 3000; (279) 234-8377; or gwalters@sacrt.com.

All SacRT executive, management and supervisory personnel share in the responsibility for implementing and monitoring SacRT's EEO Policy and Program within their respective areas. SacRT will evaluate the performance of its managers and supervisors on their successful implementation of SacRT's EEO policies and procedures, in the same way SacRT assesses their performance regarding other agency goals.

SacRT is committed to undertaking and developing a written nondiscrimination program that sets forth the policies and procedures, with goals and timetables, to which the agency is committed. This program is available for inspection by any employee or applicant for employment upon request.

I personally commit 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 Policy and Program.

Henry Li, General Manager/CEO
Sacramento Regional Transit District

January 2, 2025
Date