



# 2025 Equal Employment Opportunity Policy Statement

Updated: January 14, 2025

The San Joaquin Regional Transit District (RTD) has a strong commitment to the community we serve and our employees. RTD is committed to providing a workplace free of discrimination, harassment, and retaliation for filing a complaint, or engaging in any other protected conduct. It is also RTD's policy and practice to provide equal employment opportunity (EEO) in all employment matters, such as recruitment and recruitment advertising, hiring, promotions, terminations, transfers, layoffs, compensation, selection for training, benefits and other terms and conditions of employment without regard to race, color, marital status, religion, national origin, ancestry, age, sex, gender identity, sexual orientation, disability, medical condition, genetic information, family and medical care leave, pregnancy, veteran status, or any other class protected by existing laws or regulations. In enacting and following this policy, RTD is committed to following the requirements of Title VII of the Civil Rights Act of 1964, as amended, and all other existing federal and state laws.

In like manner, RTD expects its contractors and sub-contractors to commit to EEO policies and practices. Contractors and sub-contractors are notified of RTD's EEO commitment with each procurement solicitation and are expected to abide by RTD's policy in the conduct of its business for RTD. Major contractors are required to submit their EEO policies to RTD for review and concurrence.

RTD undertakes an EEO Program in a continuous effort to hire, train, upgrade, promote, and retain members of minority groups, females, and physically challenged persons, consistent with the policy of the RTD Board of Directors. RTD ensures hiring practices that includes a diverse workforce that reflects the community in which it serves. RTD is committed to providing reasonable accommodation to applicants and employees necessary due to their disability, or to enable them to practice or observe their religion, absent an undue hardship.

The EEO Program is updated annually and provided to the RTD Board of Directors for its review and approval. The program sets forth the goals and timetables to which RTD is committed and is available to any person making a request.

These policies shall be applied to all aspects of recruiting, hiring, training, compensation, promotion, retention, transfer, and working conditions of all employees at RTD, both represented and non-represented, to the extent applicable under the Labor Agreement between the San Joaquin Regional Transit District and Amalgamated Transit Union, Local No. 256.

We serve our customers well because we are empowered by the strength, contributions, and dedication of our employees. We treat each other, our customers,

and our community with respect, integrity, and loyalty. The responsibility for the implementation of the EEO Program is to be assigned to the EEO Officer, Ms. Noel Mink. The EEO Officer reports directly to the Chief Executive Officer and makes periodic reports on RTD's progress. She can be reached at nmink@sjrtd.com or 209-467-6614.

All applicants and employees have the right to file complaints alleging discrimination or harassment with the EEO Officer. RTD will not tolerate any act of retaliation on any employee or applicant for filing a complaint pursuant to this policy, for participating in an employment discrimination or harassment investigation, or for otherwise engaging in a protected activity.

All executives, management and supervisory personnel at RTD share in the responsibilities under the EEO Policy and Program within their respective areas and are responsible for communicating and implementing the EEO Program throughout RTD's various departments and offices.

I and all management and supervisory personnel at RTD are 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 Policy and Program.

  
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**Alex Clifford**  
Chief Executive Officer

01/14/2025  
Date