

CENTRAL CONTRA COSTA TRANSIT AUTHORITY EQUAL EMPLOYMENT OPPORTUNITY POLICY

It is the policy of the Central Contra Costa Transit Authority (CCCTA) Board of Directors to provide equal employment opportunity for all employees and applicants for employment without regard to their race, color, religious creed, national origin, ancestry, sex, age, physical or mental disability, medical condition, marital status, veteran's status, sexual orientation, gender identity, or genetic information, consistent with federal and state laws.

This commitment to equal employment opportunity applies to all aspects of employment, including recruitment, selection/hiring, rates of pay and other forms of compensation, benefits, training, promotions or upgrades, transfers, disciplinary actions, demotions, and layoff or terminations.

To ensure maximum opportunity to participate in CCCTA's projects, programs and activities, the Board of Directors hereby sets forth its Equal Employment Opportunity/ Affirmative Action (EEO/AA) Program, which incorporates the above philosophy. This Program is the result of CCCTA's commitment to full participation in its activities by persons regardless of race, color, religious creed, national origin, ancestry, sex, age, physical or mental disability, medical condition, marital status, veteran's status, sexual orientation, gender identity, or genetic information, consistent with federal and state laws.

In order to formalize that commitment, the CCCTA Board of Directors hereby approves its EEO/AA Plan as a guideline and reference tool for all its operations and for use by its management staff. CCCTA is fully committed to implementation of this Plan and to the goals and timetables set forth herein. Successful achievement of these goals will benefit CCCTA through full utilization and development of previously underutilized human resources.

Responsibility for implementation of this EEO/AA Program is assigned to Kristina Martinez, Manager of Outreach Services. All management personnel share in this responsibility, and they will be assigned specific tasks to ensure that compliance is achieved. Performance of managers and supervisors will be evaluated on the basis of success of CCCTA's EEO/AA Program and achievement of its goals in the same way their performance is measured in relation to achievement of other CCCTA goals.

Notices setting forth this EEO Policy are posted at CCCTA's office and its website, and they are available to employees, applicants for employment, and the general public. Questions regarding CCCTA's EEO/AA Program should be addressed to the Manager of Outreach Services. Applicants and employees have the right to file complaints alleging discrimination or harassment, and information will be provided to them regarding procedures for filing complaints internally and externally.

The EEO Policy is reaffirmed and approved effective September 17, 2015. The Central Contra Costa Transit Authority Board of Directors hereby adopts the administrative plan of its EEO/AA Program, which sets forth the goals, policies and procedures to attain them.



Rick Ramacier
CCCTA General Manager



Robert Storer, Chair
CCCTA Board of Directors