

## POLICY STATEMENT

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It is the policy of the Golden Empire Transit District (GET) and my personal commitment that equal employment opportunity is provided at all levels of employment and advancement. As an equal opportunity employer GET strives to have a workforce that reflects the communities we serve. At GET, 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.

GET'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 GET's Chief Executive Officer (CEO), I maintain overall responsibility and accountability for GET's compliance with its EEO Program (EEO) and policy. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Jeanie Hill, Human Resources Manager as GET's EEO Officer. GET is a small transit agency and does not warrant a full-time EEO Officer consequently, the EEO Officer's responsibilities have been assigned to the HR Manager.

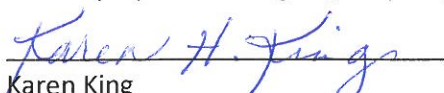
Ms. Hill will report directly to me and acts with my authority with all levels of management, labor unions, and employees.

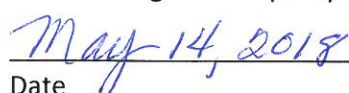
All GET executives, management, and supervisory personnel share the responsibility for implementing and monitoring GET's EEO and policy within their respective areas and will be assigned specific tasks to ensure compliance is achieved. GET will evaluate its managers' and supervisors' performance on their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

Golden Empire Transit District is committed to undertaking and developing a written non-discrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed. GET's EEO is available for inspection by any employee or applicant for employment upon request.

Golden Empire Transit is further committed to provide reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion.

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.

  
Karen King  
Chief Executive Officer

  
Date