

### III. RTD EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

**Regional  
Transportation  
District**  
1660 Blake Street  
Denver, CO  
80202  
303.299.6000

The Regional Transportation District (RTD) has a strong commitment to our employees and the community we serve. As an equal opportunity employer, we strive to have a workplace that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, ancestry, sex, gender, gender identity, gender expression, sexual orientation, pregnancy, age, genetic information, domestic violence status, disability status, veteran status, or marital status, or other protected class.

RTD Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection, promotion, training, termination, transfer, demotion, layoff, rates of pay or other forms of compensation, and benefits.

As RTD's CEO and General Manager, I maintain overall responsibility and accountability for RTD's compliance with its EEO Policy and Program. Kathyne Grove, Equal Employment Opportunity Manager is responsible for developing and monitoring the RTD Equal Employment Opportunity programs. However, management personnel at every level share in the responsibility for promoting equal employment opportunity and ensuring compliance. RTD will evaluate its managers' and supervisors' performance on their successful implementation of RTD policies and procedures, in the same way RTD assesses their performance regarding other agency goals and business objectives.

All applicants and employees have the right to file complaints alleging discrimination. Retaliation against an individual who files a charge or complaint 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.

If an employee or applicant believes they have been subjected to discrimination or harassment on the basis of any of the protected classifications listed above and wishes to file a complaint, the employee or applicant is encouraged to do so by filing a complaint through the EEO Compliance Line (<http://rtd-denver.ethicspoint.com/>) or the toll free number at 844-975-0762. Additionally, any employee or applicant may contact Kathyne Grove, the EEO Manager or one of the EEO Specialists at 1600 Blake Street BLK-31, Denver, Colorado 80202, via email at [equalemp@RTD-denver.com](mailto:equalemp@RTD-denver.com), or by telephone at (303) 299-2190 or (303) 299-2111 (Option 3 for EEO). The Civil Rights Division within the RTD Executive Office promptly initiates a thorough and impartial inquiry. If, for any reason, the employee does not wish to file the complaint through the EEO Compliance Line or by email, or does not wish to bring the complaint to the EEO Manager or EEO Specialist, then they can report

the matter to Zamy Silva, Senior Manager of Civil Rights Division, who reports to the CEO and General Manager, Debra A. Johnson, who will promptly initiate a thorough and impartial inquiry. Zamy Silva, Senior Manager of the Civil Rights Division may delegate the inquiry to another person. In all cases, confidentiality is maintained throughout the investigation to the extent practical and consistent with RTD's obligation to undertake a full inquiry and to make a determination. In addition, all employees are required to fully cooperate during an investigation.

If it is determined that a violation of this Policy has occurred, RTD will take immediate action to remedy the situation. Any employee who is found to have violated this Policy will be subject to disciplinary action up to and including dismissal from employment. The employee may also be subject to personal, legal, and financial liability. In addition to the complaint procedures described above, discrimination complaints may be filed with the Colorado Civil Rights Commission or the United States Equal Employment Opportunity Commission.

RTD is committed to providing reasonable accommodation to applicants and employees who need them because of disability or to practice or observe their religion, absent undue hardship.

RTD 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 fairly, and with dignity and respect pursuant to the guidelines of our EEO Policy and Program.

This Policy is posted in prominent, conspicuous, and accessible locations throughout RTD's facilities.



Debra A. Johnson, CEO and General Manager

11.13.2020

Date

