

## **EQUAL EMPLOYMENT OPPORTUNITY STATEMENT OF POLICY**

The *Golden Gate Bridge, Highway and Transportation District* (“District”) has a strong commitment to the community we serve and our employees. As an equal employment opportunity employer we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, physical and mental disability, medical condition, genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding and/or related medical conditions) gender, gender identity, gender expression, age (40 years and over), sexual orientation, veteran and/or military status, protected medical leaves, domestic violence victim status, political affiliation and any other status protected by state or federal law.

The District’s Equal Opportunity Program (“EEO Program”) applies to all employment actions, including, without limitation, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rate of pay and other forms of compensation.

All applicants and employees have a 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.

The District 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 General Manager I maintain overall responsibility and accountability for the District’s compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring and complaint investigation, I appointed *Susan Spencer, Manager of EEO compliance, (415) 257-4537* as the District’s EEO Officer. Ms. Spencer

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

District executives, management and supervisory personnel share in the responsibility to implement and monitor the District’s EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. The District will evaluate its managers’ and supervisors’ performance on their successful implementation of the District’s policies and procedures in the same way the District assesses their performance regarding other agency goals.

The 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 District 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 with dignity and respect, as well as equitably under the guidelines of our EEO Policy and Program.



Denis J. Mulligan, General Manager  
January 2, 2020

An applicant or employee who believes he or she has experienced EEO discrimination may file a discrimination complaint by contacting:

*EEO Programs Office  
1011 Andersen Drive  
San Rafael, CA 94901  
Tel. 415-257-4537*