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| Signed by: Approved by: | Agency Policy 603 | Executive |
|  Chief Executive Officer | Equal Employment Opportunity | |
|  Chief Executive Development and Civil Rights Officer | Effective Date: 03/01/2003 Revision Date: 5/29/2025 | |

Equal Employment Opportunity

1.0 Scope

- 1.1 This 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 the fair treatment of all Sound Transit employees.

2.0 Policy

- 2.1 Sound Transit has a strong commitment to the community it serves and its employees. As an equal opportunity employer, the agency strives to have a workforce that reflects the community it serves. No person is unlawfully excluded from employment action based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.
- 2.2 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.
- 2.3 Sound Transit 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.
- 2.4 The chief executive officer (CEO) maintains overall responsibility and accountability for the agency's compliance with this policy and the equal employment opportunity (EEO) program. The CEO is 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 this policy and the EEO program.
- 2.4.1 To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, Daphne Cross is Sound Transit's EEO Officer. Daphne reports directly to the CEO and acts with the CEO's authority with all levels of management, labor unions, and employees. Daphne can be contacted at daphne.cross@soundtransit.org.
- 2.5 All Sound Transit executives, management, and supervisory personnel share the responsibility for implementing and monitoring this policy and the EEO program and are assigned specific tasks to ensure compliance is achieved. The agency evaluates manager and supervisor performance on successful implementation of policies and procedures in the same way the agency assesses their performance regarding other agency goals.
- 2.6 Sound Transit is committed to undertaking and developing a written nondiscrimination program that sets forth policies, practices, and procedures, with goals and timetables, to which the agency is committed. The EEO program is available for inspection by any employee or applicant for employment on Sound Transit's website.
- 2.7 Sound Transit has zero tolerance for any form of discrimination and/or harassment.
- 2.8 Failure to comply with this policy will result in corrective action up to and including termination.

3.0 References

- 3.1 Agency Policy 605 Harassment Free Workplace
- 3.2 Agency Policy 606 Equity and Inclusion