

STATEMENT OF POLICY

Spokane Transit Authority (hereinafter "STA") has a strong commitment to our employees, our customers, our business partners, and to the community we serve. As such, STA is committed to providing every STA employee, customer, and business partner with a work and service environment free from discrimination or harassment based on membership and/or status in a protected category. No person is unlawfully excluded from employment opportunities 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. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. Therefore, it is our policy to promote equal opportunity as it relates 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, without regard to any of the protected categories, set forth above.

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. STA 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. STA also prohibits engaging in sexual harassment of any kind, including hostile work environment harassment (any unwelcome behavior that is sexual in nature in the workplace), quid pro quo harassment (in which the supervisor requests sexual favors in exchange for some benefit), or same sex harassment (male to male or female to female). Prohibited sexual harassment can be physical (such as unwelcome touching), verbal (such as sexual banter, demeaning jokes, discussing one's sexual activities), or visual (such as sexual cartoons, sexually suggestive photos/posters).

As STA's Chief Executive Officer, I maintain overall responsibility and accountability for STA's compliance with its EEO Plan and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Nancy Williams, Chief Human Resources Officer, (EEOOfficer@spokanetransit.com) as STA's EEO Officer. Ms. Williams will report directly to me and acts with my authority with all levels of management, labor unions, and employees. All STA executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring STA's EEO Plan and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. STA will evaluate its managers' and supervisors' performance on their successful implementation of STA's policies and procedures, in the same way STA assesses their performance regarding other agency's goals.

STA 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 Plan 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 Plan.



Signature

Chief Executive Officer

5-31-2024

Date