



Equal Employment Opportunity (EEO) Policy Statement

SANDAG is committed to providing a welcoming, respectful, and professional work environment dedicated to the values of diversity, equity, inclusion, and accessibility.

SANDAG is proud to be an **Equal Opportunity Employer**. It is important to SANDAG that the rights of employees and applicants are upheld and to ensure equal employment opportunity (EEO) for all. EEO covers all personnel/employment programs, management practices, and decisions, including, but not limited to, recruitment/hiring, promotion, transfer, reassignment, compensation, benefits, leaves of absence, training and career development, and separation.

SANDAG does not tolerate retaliation for protected EEO activity, nor harassment or discrimination based on race (traits historically associated with race, including, but not limited to, hair texture and protective hairstyles), color, religion (all aspects of religious beliefs, observance, or practice, including religious dress and grooming practices), national origin (including language use), ancestry, age (40 and above), gender identity or expression (including transgender, gender fluid, or gender transition status), sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), medical condition (including cancer, or a record or history of cancer), reproductive health decision-making, physical disability, mental disability, genetic information, sexual orientation, marital status, registered domestic partner status, veteran status or current or prospective service in the uniformed services, use of cannabis outside of work, or any other category protected under federal, state, or local law.

SANDAG also provides reasonable accommodations to qualified employees and applicants with disabilities and for sincerely held religious beliefs, observances, and practices and for limitations related to pregnancy, childbirth, and related medical conditions. All applicants and employees have the freedom to compete for employment and advancement opportunities, on a fair and equitable playing field.

SANDAG expects all employees to share in the commitment to a workplace free of discrimination, harassment, and retaliation by adhering to all EEO-related laws, policies, and procedures. As leaders in the organization, Directors, managers, and supervisors must model appropriate values and behavior, treating everyone with dignity and respect, and promoting an ethical, equitable, inclusive, and accessible workplace culture. The SANDAG Chief Executive Officer is responsible for ensuring adherence to and implementation of SANDAG's EEO Program.

Any employee, or applicant for a position at SANDAG, who believes they have been discriminated against based on a protected class may file a complaint with the EEO Program Officer (the Senior Director of Organization Effectiveness) or any manager and Director. SANDAG takes every allegation seriously and will support all individuals who come forward with concerns.

Any employee who is found to have discriminated or harassed someone, or retaliated against an employee who has made a complaint of discrimination or harassment, will be subject to appropriate disciplinary action, up to and including termination of employment. SANDAG will seek to resolve workplace conflicts in a timely, impartial, confidential, nondiscriminatory, and constructive manner.