

POLICY STATEMENT

SANDAG is committed to providing a welcoming, respectful, and professional work environment, in which all applicants and SANDAG employees are free from discrimination, harassment, and retaliation. 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 applicants and SANDAG personnel and extends to all aspects of employment, including 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 against any individual for engaging in a protected EEO activity, nor harassment or discrimination based on any protected category, including race, color, religion, national origin, ancestry, age (40 and above), gender identity or expression, sex, medical condition, 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 equal playing field. SANDAG expects all employees to share in the commitment to provide a workplace free of discrimination, harassment, and retaliation by adhering to all EEO-related laws, policies, and procedures. As leaders in the organization, the Chief Executive Officer, Directors, managers, and supervisors must model appropriate values and behavior, treating everyone with dignity and respect, and promoting an ethical and respectful workplace culture.

It is the right of all applicants for positions with SANDAG and SANDAG employees who believe they have been discriminated against based on a protected class to file a complaint with the EEO Program Officer (the Director of Human Resources) 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 against, harassed, 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.

SANDAG will adhere to all applicable requirements, guidelines of the Equal Employment Opportunity Commission (EEOC), and any other applicable standards.

It is the responsibility of the Chief Executive Officer of SANDAG to ensure full adherence to and timely implementation of the EEO program. The EEO Program Manager is Joshua Golter, 858-859-7902, joshua.golter@sandag.org. SANDAG management staff and project managers will share the responsibility for supporting and implementing the program within their own departments. The achievement of the goals of this program will be evaluated in the same way other agency goals are evaluated.

SANDAG anticipates that successful achievement of the goals of this program will benefit the agency by promoting equal employment opportunity.



Mario Orso
Chief Executive Officer

SANDAG