



## Notice

# Equal Employment Opportunity

SANDAG is an equal employment opportunity employer. It is the policy of SANDAG to actively recruit, hire, train, promote, and make all other employment decisions without regard to race (traits historically associated with race, including, but not limited to, hair texture and protected 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), 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, or any other category protected under federal, state, or local law, in accordance with all applicable laws and regulations.

SANDAG will adhere to all affirmative action requirements prescribed by Executive Order 11246, the Equal Employment Opportunity Commission (EEOC) guidelines and all other applicable standards.

It is the responsibility of the Executive Director of SANDAG to ensure full adherence to and timely implementation of this program. 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.

It is the right of all applicants for positions with SANDAG and SANDAG employees who feel they have been discriminated against on the basis of a protected class to file a complaint with the designated Affirmative Action Officer (the Director of Organization Effectiveness).

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