



Board Policy No. 207

EQUAL EMPLOYMENT OPPORTUNITY

ADOPTED: 3/28/1990
RECENT AMENDMENT:
SEE ALSO: 260/260A

SUBJECT CATEGORY: HUMAN RESOURCES
SUBSECTION: CIVIL RIGHTS & ~~COMPLIANCE~~COMPLIANCE
CONTROL DEPARTMENT: GENERAL MANAGER'S OFFICE OF CIVIL RIGHTS AND COMPLIANCE

I. PURPOSE

AC Transit is an equal employment opportunity employer that is committed to fostering an inclusive workplace. Every employee has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits unlawful discriminatory practices. Part of maintaining a work environment free from employment discrimination and harassment rests on the fundamental principles that we must treat each other with respect, dignity, and professionalism, as well as equitably under the guidelines of our Equal Employment Opportunities (EEO) Program.

II. PERSONS AFFECTED

All elected officials, Board Officers, employees, temporary employees, volunteers, paid and unpaid interns, consultants, vendors, contractors, and job applicants.

III. DEFINITION

“Equal Employment Opportunity” ~~means~~is fair treatment in employment, promotion, training, and other personnel actions without regard to race, color, religion, sex (which includes gender, sexual harassment, and pregnancy), age, national origin, reprisal (for prior EEO activity), physical or mental disability, genetic information, sexual orientation and all Federal and State protected characteristics.

IV. POLICY

A. General

The Equal Employment Opportunity Policy provides the same opportunities for hiring, advancement and benefits to everyone without discriminating due to federal and/or state protected characteristics.

The General Manager's Office of Civil Rights and Compliance is responsible for distributing this policy along with the signed EEO Policy Statement to all employees.

V. AUTHORITY

A. Board Authority

The Board of Directors has the authority to amend the policy as it deems appropriate or otherwise required by law.