

## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

The Santa Clara Valley Transportation Authority (VTA) is an equal opportunity employer. VTA offers equal opportunity for employment or advancement to all qualified applicants or employees, including recruitment, selection, transfer, promotion, demotion, discharge, layoff, and all other terms and conditions of employment such as benefits, professional development, and pay.

**VTA does not and will not tolerate discrimination against applicants or employees on the basis of the individual or intersectional protected characteristics of AGE, ANCESTRY, COLOR, MARITAL STATUS, MENTAL OR PHYSICAL DISABILITY, GENETIC INFORMATION, NATIONAL ORIGIN, IMMIGRATION STATUS, POLITICAL AFFILIATION, RACE, RELIGION, CREED, SEX, GENDER IDENTITY, GENDER EXPRESSION, SEXUAL ORIENTATION, PREGNANCY, MEDICAL CONDITION, DISABLED VETERAN OR VETERAN STATUS, ETC.**

We are committed to equal employment opportunity for all qualified and talented individuals who seek to work with us. It is our mandate that all VTA employees and contractors maintain an environment free from discrimination. Furthermore, VTA is committed to providing reasonable accommodation to applicants and employees with disabilities or religious needs, absent undue hardship.

To implement our commitment to equal opportunity and nondiscrimination, VTA has in place an Equal Employment Opportunity Program. State and federal executive orders, statutes, and regulations are the legal basis for the program. The successful achievement of these goals will provide benefits through full utilization and development of previously underutilized human resources.

The General Manager has overall responsibility for the Equal Employment Opportunity Program and the organization's compliance with California's Civil Rights Department regulations. However, the effective implementation of this Program is the responsibility of all management and employees of VTA. Thus, performance of managers and supervisors will be evaluated on the success of the Program in the same manner as performance on other agency goals.

Jasmin Fender, EEO Officer, closely monitors the Equal Employment Opportunity Program. All applicants and employees have the right to file complaints alleging discrimination by contacting the EEO Officer at (408) 952-8901. 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.



Carolyn M. Gonot  
VTA General Manager/CEO

February 16, 2026

Date