

**CHAPTER 1: POLICY STATEMENT**  
**SONOMA-MARIN AREA RAIL TRANSIT**  
**EQUAL EMPLOYMENT OPPORTUNITY POLICY**  
**FTA C 4704.1A (2.2.1)**

Sonoma-Marín Area Rail Transit (SMART) has a strong commitment to the community we serve and our employees. SMART is an equal opportunity employer and makes employment decisions on the basis of merit. We strive to have a workforce that reflects the community we serve.

No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

SMART's Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, recruitment advertising, hiring, upgrading, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation, and treatment of employees.

SMART is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

As SMART's General Manager, I maintain overall responsibility and accountability for the District's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed the Human Resources Manager, Lisa Hansley, as SMART's EEO Officer. The EEO Officer will report directly to me and acts with my authority with all levels of management, labor unions, and employees.

All District personnel, including Board Members, are responsible for and required to comply with SMART's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. The District will evaluate its managers' and supervisors' performance on their successful implementation of its policies and procedures, in the same way SMART assesses their performance regarding other District goals. All SMART employees are responsible for conducting themselves in accordance with the District's EEO Policy Statement.

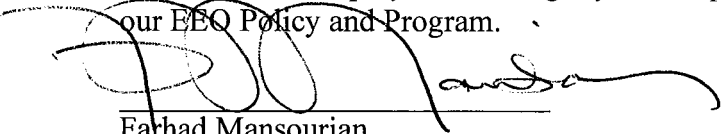
SMART is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and make the EEO Program available for inspection by any employee or applicant for employment upon request.

All applicants and employees have the right to file complaints alleging discrimination. 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.

An employee or job applicant who believes that he/she has been a victim of discrimination, harassment or retaliation has the right to file a complaint with the Human Resources Department. Complaints of discrimination, harassment or retaliation should be directed to:

SMART Human Resources Manager  
5401 Old Redwood Hwy Suite 200  
Petaluma, CA 9495  
(707) 794-3330  
lhansley@sonomamarintrain.org

I am personally committed to a workplace that acts upon its daily responsibility to treat all applicants and employees with dignity and respect, as well as equitably under the guidelines of our EEO Policy and Program.



Farhad Mansourian  
General Manager

2/25/20  
Date