STATEMENT OF EEO POLICY

The Metropolitan Transit Authority of Harris County, Texas (METRO) is committed to the people of the Greater Houston region and its employees. As an equal opportunity employer, we strive to maintain a workforce that reflects the very communities we serve. No person is unlawfully excluded from employment 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.

METRO’s Equal Employment Opportunity (EEO) Policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

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.

METRO is committed to providing reasonable accommodations to applicants and employees due to disability or religion, absent undue hardship.

As METRO’s President and CEO, I maintain overall responsibility and accountability for METRO’s compliance with its EEO Policy and Program. To ensure day-to-day compliance, including program preparation, monitoring, and complaint investigation, I have appointed Karen Kauffman as METRO’s EEO Officer. Karen Kauffman reports directly to me and acts with my authority across all levels of management, labor unions, and employees.

All METRO executives, management, and supervisory personnel share in the implementation and monitoring of METRO’s EEO Policy and Program within their respective area. Personnel will be assigned specific tasks to ensure that total compliance is achieved. METRO will evaluate all managerial and supervisory performance in the same way the Authority assesses performance regarding other agencies and their objectives.

METRO is committed to undertaking and developing a written non-discrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed. METRO’s EEO Program is available for inspection by any employee or applicant upon request.

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 METRO’s EEO Policy and Program.

Applicants and employees may file a complaint with METRO’s EEO Department at 713-739-693.

Thomas C. Lambert - President & CEO