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Commissioner, **Lily Mei**, City of Fremont

Executive Director, **Stacey Mortensen**

San Joaquin Regional Rail Commission Equal Employment Opportunity (EEO) Policy Statement

San Joaquin Regional Rail Commission (SJRRRC) has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a diverse workforce that reflects the community we serve. SJRRRC does not unlawfully discriminate in its employment actions or exclude from employment opportunities on the basis of race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other legally protected class.

SJRRRC'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, and treatment of employees.

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

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

As SJRRRC's Executive Director, I maintain overall responsibility and accountability for SJRRRC's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, implementation, monitoring, and complaint investigation, I have appointed Nila Cordova, Director of Administration, nila@acerail.com, (209) 944-6226, as SJRRRC's EEO Officer. Ms. Cordova reports directly to me and acts under my authority with all levels of management and employees.

All SJRRRC managers and supervisors, however, share in the responsibility for implementing and monitoring SJRRRC's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. SJRRRC provides EEO training and evaluates its managers' and supervisors' performance on their successful implementation of SJRRRC's EEO policies and procedures, in the same manner that SJRRRC assesses their performance regarding other agency goals.

SJRRRC is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, to which the agency is committed and make the EEO Program available for inspection by any applicant or employee 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 SJRRRC's EEO Policy and Program.

A handwritten signature in blue ink that reads "Stacey Mortensen".

Stacey Mortensen
Executive Director

October 3, 2022