

S T A F F N O T I C E



Date: December 7, 2022

Number: 2022-081

Subject: WMATA EEO Policy Statement

Distribution: All WMATA Employees

Washington Metropolitan Area Transit Authority (WMATA) is committed to Equal Employment Opportunity (EEO) and to compliance with all federal laws that prohibit workplace discrimination and retaliation. All employment actions and treatment of employees will be administered without regard to race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or any other status or classification protected by applicable federal laws.

WMATA's EEO and Affirmative Action policies apply to all employment actions, including but not limited to, recruitment, advertising, hiring, upgrading, selection for training, promotion, transfer, demotion, layoff, termination, and rates of pay or other forms of compensation. WMATA is committed to making employment decisions based only on valid job requirements.

All applicants and employees have the right to file complaints alleging discrimination with the Office of Equal Employment Opportunity (OEEO). WMATA strictly prohibits and does not tolerate retaliation, discrimination, threats against, harassment, or coercion of any individual who files a charge or complaint of discrimination; who participates in an employment discrimination proceeding (such as an investigation, compliance evaluation, or lawsuit); who opposes any practice made unlawful by applicable federal EEO or affirmative action laws; or who otherwise engages in protected activity or exercises any other right protected by applicable federal EEO or affirmative action laws.

WMATA 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.

WMATA is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices, and procedures, with an audit and reporting system, goals, and timetables, and to making the EEO and Affirmative Action programs available for inspection by any employee or applicant upon request.

As WMATA's General Manager and Chief Executive Officer, I maintain overall responsibility and accountability for WMATA's compliance with its EEO and Affirmative Action policies and programs. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have

appointed as WMATA's EEO Officer, Ms. Jan M. Bryant, Director, Office of Fair Practices, OEEEO and Diversity and Inclusion (FAIR). The EEO Officer has dotted line reporting access to me and acts with my authority to plan, develop, manage, and administer WMATA's EEO and Affirmative Action policies and programs. Ms. Bryant can be reached by phone at (202) 962-1082 or by email at OEEEOHotline@wmata.com.

All WMATA executive, management, and supervisory personnel share in the responsibility for implementing and monitoring WMATA's EEO and Affirmative Action policies and programs within their respective areas and will be assigned specific compliance tasks. WMATA will evaluate its managers' and supervisors' performance on their successful implementation of WMATA's policies and procedures, in the same manner WMATA assesses their performance on other agency goals.

I am personally committed to a workplace that treats all applicants and employees with dignity and respect, as well as equitably under the guidelines of our EEO and Affirmative Action policies and programs.

A handwritten signature in black ink, appearing to read "Randy Clarke", with a stylized, cursive script.

Randy Clarke
General Manager and
Chief Executive Officer