



## Equal Employment Opportunity Policy Statement

TriMet is a national leader in providing valued transit service that is safe, dependable and easy to use. We carry more people than any other U.S. transit system our size. Each day TriMet employees uphold the following fundamental values: do the right thing and be responsive, inclusive and accountable. Based on our values we strive to maintain a diverse workforce that reflects the community we serve, in all areas and at all levels throughout our organization.

As an equal employment opportunity and affirmative action employer, we seek equal treatment and consideration for all individuals, regardless of race, color, creed, national origin, religion, sex, disability, age, protected veteran status, or other status protected by law. The agency has voluntarily undertaken an affirmative action program, including setting goals, in order to overcome the effects of past societal discrimination on minorities and women. Achievement of TriMet's EEO/AAP goals will benefit the Agency and our community through a fuller utilization and development of previously underutilized human resources.

TriMet is committed to a respectful workplace, including a workplace free from discrimination, harassment and retaliation. Applicants and employees have the right to file complaints alleging unlawful treatment and to raise their concerns without fear of retaliation. Such complaints should be communicated to the agency's HR Business Partners, any manager or director. The agency's complaint procedures are described in the Human Resource Manual Policy HR-168 - Employee Complaints, and are also outlined in TriMet's Complaint Packet, which is available on the internal intranet, "TriNet," or in hard copy by request to the Human Resources Department.

If an employee believes the policy has been violated, the employee is encouraged to consult with TriMet's EEO and Affirmative Action Officer, Lucy Shipley, Director, Compensation, Benefits & HRIS, who is responsible for the EEO/Affirmative Action program.

All TriMet management personnel share in the responsibility for the EEO/AAP program and will be assigned specific tasks to assure successful compliance. Manager and supervisor job performance will be evaluated on the success of the EEO/AAP program implementation, similar to successful performance in their other goals and job responsibilities. TriMet directors, managers and supervisors are responsible to prevent, document and promptly correct discrimination, harassment, and retaliation in the workplace.

All TriMet employees should conform with the principles of equal employment opportunity at all times. Any violation may be subject to disciplinary action up to and including termination.

A handwritten signature in green ink that reads "Neil McFarlane".

Neil McFarlane, General Manager

August 8, 2013