



Equal Employment Opportunity Policy Statement

Pierce Transit strives to attract, hire, and retain a knowledgeable and diverse workforce that reflects the community we serve. Pierce Transit recognizes that a respectful and inclusive work environment is essential as we strive to provide safe, dependable, and accessible services.

Pierce Transit is committed to equal opportunity and nondiscrimination for all persons. Therefore, no person shall be unlawfully excluded from employment opportunities based on race, color, age, sex (including gender identity, sexual orientation, and pregnancy), marital status, religion, national origin, genetic information, disability, veteran status, or other protected class. This policy applies to all employment practices and actions, including, but not limited to recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay, and all other forms of compensation, including benefits, and all other terms and conditions of employment.

Pierce Transit is committed to providing a respectful workplace, free from discrimination, harassment, and retaliation. Applicants and employees may file complaints alleging unlawful treatment and raise their concerns without fear of retaliation. Applicants and employees may file complaints of alleged discrimination, harassment, or retaliation with Pierce Transit's EEO Officer, Employee Services, their immediate supervisor, any supervisor or manager and/or with enforcement agencies such as the Washington State Human Rights Commission and the Equal Employment Opportunity Commission.

Retaliation against any individual who reports or files a complaint of discrimination, or participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in a protected activity is strictly prohibited and will not be tolerated.

Pierce Transit is committed to engaging in an interactive process to provide reasonable accommodations to applicants and employees who need such accommodations due to disability or as required to practice and observe their religion unless such accommodation causes undue hardship.

As Pierce Transit's Chief Executive Officer, I maintain overall responsibility and accountability for Pierce Transit's compliance with its EEO Policy and Program. To ensure day-to-day management, including program design, preparation, monitoring, and complaint investigation, I appointed Amy Cleveland, Executive Director of Administration, Pierce Transit's EEO Officer. Ms. Cleveland reports directly to me and acts with my authority with all levels of management, labor unions, and employees:

Amy Cleveland
EEO Officer
Email: acleveland@piercetransit.org
Phone: (253) 983-3365

Pierce Transit EEO Officer
3701 96th St. SW
Lakewood, WA 98499

All Pierce Transit executives, management, and supervisory personnel share responsibility for effectively implementing and monitoring Pierce Transit's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure successful compliance. Pierce Transit will evaluate the performance of executives, managers, and supervisors based on their effective implementation of the EEO policies in the same way we assess performance in other agency programs.

Pierce Transit is committed to implementing a nondiscrimination program that sets forth policies, practices, and procedures. Pierce Transit's EEO Policy and Program are 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 and equitably under the guidelines of our EEO Policy and Program.



Mike Griffus
Chief Executive Officer, Pierce Transit

10/08/2021

Date