



Equal Employment Opportunity Policy Statement

Pierce Transit is committed to employing and keeping an experienced workforce reflecting our community's diversity. A respectful and inclusive workplace is key to Pierce Transit's mission of providing safe, reliable, and accessible services.

Pierce Transit is committed to providing 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 actions, including but not limited to, recruitment, hiring, promotion, selection for training, transfer, demotion, layoff, termination, rates of pay, benefits, and other forms of compensation.

Pierce Transit is committed to providing a workplace free from discrimination and harassment. All applicants and employees have the right to 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:

- Their immediate supervisor
- Any supervisor or manager
- Pierce Transit's EEO Officer
- Human Resources
- External agencies such as the Washington State Human Rights Commission or the EEOC

Pierce Transit will promptly investigate all complaints. Retaliation against any individual who reports or files a complaint of discrimination, 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.

To ensure an inclusive workplace for applicants and employees, Pierce Transit is committed to providing reasonable accommodations to those who need them due to disability or as

required to practice or observe their religion, except where undue hardship exists.

As the Chief Executive Officer (CEO), my responsibility includes accountability for Pierce Transit's EEO Policy and Program.

To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Amy Cleveland, Chief Administrative Officer (CAO), Pierce Transit's Equal Employment Officer (EEO).

Reporting directly to me as CEO, Ms. Cleveland exercises my authority across all management, labor, and employee levels.

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 division chiefs, managers, and supervisors share responsibility for implementing and monitoring EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance. Pierce Transit's assessment of executive, managerial, and supervisory performance will include evaluation of their effective EEO Policy implementation using the same standards as other agency programs and goals.

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, as well as equitably under the guidelines of our EEO Policy and Program.

A handwritten signature in black ink that reads "Mike Griffus". Below the signature, the name is printed in a smaller, sans-serif font.

Mike Griffus
CEO, Pierce Transit

Date: 2/3/2025