



EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION POLICY STATEMENT

The Santa Clara Valley Transportation Authority (VTA) is an equal opportunity employer. VTA offers equal opportunity for employment or advancement to all qualified applicants or employees, including recruitment, selection, transfer, promotion, demotion, discharge, layoff, and all other terms and conditions of employment such as benefits, professional development, and pay.

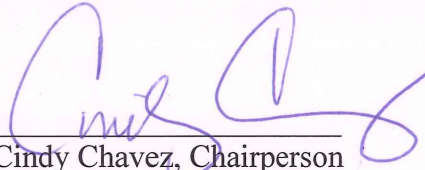
VTA does not and will not tolerate discrimination against applicants or employees on the basis of AGE, ANCESTRY, COLOR, MARITAL STATUS, MENTAL OR PHYSICAL DISABILITY, PREGNANCY, GENETIC INFORMATION, NATIONAL ORIGIN, RACE, RELIGION, CREED, SEX, SEXUAL ORIENTATION, MEDICAL CONDITION, DISABLED VETERAN OR VETERAN STATUS, ETC.

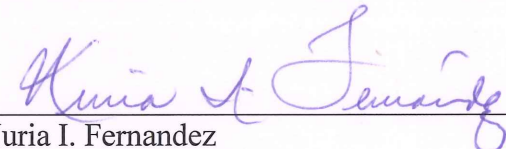
We are committed to equal employment opportunity and a diverse workforce. It is our mandate that all VTA employees and contractors adhere to both the spirit and the letter of this policy by maintaining an environment free from discrimination.

To implement our commitment to equality of opportunity and nondiscrimination, VTA has in place an Equal Employment Opportunity/Affirmative Action Program with goals and timetables to overcome the effects of past discrimination of minorities and women. State and federal executive orders, statutes, and regulations are the legal basis for the program. The successful achievement of these goals will provide benefits through full utilization and development of previously underutilized human resources.

The General Manager has overall responsibility for the Equal Employment Opportunity/Affirmative Action Program. However, the effective implementation of VTA's Equal Opportunity/Affirmative Action Program is the responsibility of all management and employees of VTA. Thus, performance of managers and supervisors will be evaluated on the success of the Equal Employment Opportunity/Affirmative Action Program in the same manner as performance on other agency goals.

On a day-to-day basis, Mitsuno Baurmeister, EEO Officer, closely monitors the Equal Employment Opportunity/Affirmative Action Program. Applicants and employees have the right to file complaints alleging discrimination by contacting the EEO Officer at (408) 321-5600.


Cindy Chavez, Chairperson
Santa Clara Valley Transportation Authority
Board of Directors


Nuria I. Fernandez
General Manager/CEO

DECEMBER 17, 2015
Date