

## HILL COUNTRY TRANSIT DISTRICT

### EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Hill Country Transit District has a strong commitment to the communities we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the communities we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other protected class.

Hill Country Transit District's Equal Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation.

All applicants and employees have the right to file complaints alleging discrimination. Retaliations against an individual who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

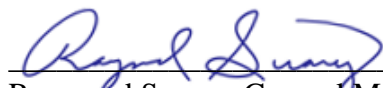
Hill Country Transit District is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

As Hill Country Transit District's General Manager, I maintain overall responsibility and accountability for Hill Country Transit District's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complain investigation, I have appointed Ololade Sara Hernandez, Executive Administrator, as Hill Country Transit District's EEO Officer. Ololade Sara Hernandez will report directly to me and acts with my authority with all levels of management, labor unions, and employees.

All Hill Country Transit District executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring Hill Country Transit District's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. Hill Country Transit District will evaluate its managers' and supervisors' performance on their successful implementation of Hill Country Transit District's policies and procedures, in the same way Hill Country Transit District assesses their performance regarding other agency goals.

Hill Country Transit District is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed and make the EEO Program available for inspection by any employee or applicant for employment 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 the Hill Country Transit District EEO Policy and Program.



Raymond Suarez, General Manager

09/14/2023

Date