



## Equal Employment Opportunity Policy Statement

Brazos Transit District (BTD) has a strong commitment as an equal opportunity employer to job applicants our employees. We strive to have a workforce that reflects the community we serve. No person will be 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.

BTD's Equal Employment 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 a complaint alleging discrimination. Retaliation against an employee or applicant who files a charge or complaint of discrimination, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in protected activity is strictly prohibited and will not be tolerated.

BTD is committed to providing reasonable accommodations to applicants and employees who need an accommodation because of a disability or to practice or observe their religious beliefs, absent an undue hardship to BTD.

All BTD's executives and supervisory personnel, share in the responsibility for implementing and monitoring BTD's EEO Policy and Program within their respective areas and will be assigned the responsibility to report on EEO matters and employment goal accomplishments. BTD will evaluate its supervisors' performance on their successful implementation of BTD's EEO policy and procedures, in the same way BTD assesses their performance regarding other agency programs.

As BTD's President/CEO, I maintain overall responsibility and accountability for BTD's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Wendy Weedon, Deputy CEO/General Manager, as BTD's EEO Officer. She may be reached by phone at 979.778.0607 or by e-mail at [wendy@btd.org](mailto:wendy@btd.org). Wendy Weedon will report directly to me and acts with my authority with all levels of management and employees.

BTD is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices and procedures, with employment goals and timetables. BTD's EEO Program is available to any employee, government official or job applicant upon request.

I am personally committed to a workplace that embraces diversity and treats all applicants and employees with dignity and respect under the guidelines of our EEO Policy and Program.

  
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John McBeth, President/CEO

02/17/2022  
Date