

**NORTH COUNTY TRANSIT**  
**SAN DIEGO RAILROAD**

**EQUAL EMPLOYMENT OPPORTUNITY  
POLICY STATEMENT**

North County Transit District (NCTD) is an Equal Employment Opportunity (EEO) employer that strictly adheres to the provisions of Title VII of the Civil Rights Act of 1964 and to the provisions of the California Fair Employment and Housing Act. NCTD has a strong commitment to the community we serve and our employees. It is the policy of NCTD, its contractors and subcontractors to provide equal employment opportunities to all persons regardless of protected classifications, as provided in Title VII of the Civil Rights Act of 1964, California Government Code Title 2, Division 3, Part 2.8 (California Fair Employment and Housing Act), Government Code §11135, and California Civil Code §51 (Unruh Civil Rights Act), including, age (40 and over), color, national origin, physical or mental disability, medical condition, race, ancestry, marital status, domestic partner status, religious creed (including religious dress and grooming practices), gender, sex (including pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth, or breastfeeding), sexual orientation, gender identity and/or expression, genetic information and characteristics, status as a disabled veteran or veteran of the Vietnam era, or any other characteristic protected by federal, state, or local law. NCTD also prohibits discrimination based on the perception that one has any of the protected classifications noted above, or is associated with a person who has or is perceived as being a member of any of the protected classifications.

In addition, NCTD will make reasonable accommodations for employees and applicants with disabilities and/or to practice or observe their religion, if it can do so without undue hardship and without causing a direct threat to the health and safety of the employee or others. NCTD's programs are designed to comply with all applicable federal, state, and local EEO laws, directives and regulations and cover all human resource actions including, but not limited to: recruitment and/or recruitment advertising, hiring, upgrading, selection for training, promotions, terminations, transfers, demotions, layoffs, rates of pay and/or other forms of compensation, benefits, treatment of employees, and other terms and conditions of employment as provided in Federal Transit Administration Circular 4704.1A; effective October 31, 2016.

As an equal opportunity employer, NCTD's goal is to achieve proportional representation of women and minorities across the organization as it relates to the local population. NCTD 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. NCTD's EEO Policy and Program is available at: <https://gonctd.com/careers-nctd-north-county-transit-district/>.

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NCTD's Chief Executive Officer (CEO) will maintain overall responsibility and accountability for NCTD's compliance with its EEO Policy and Program. The overall responsibility for the implementation of the EEO Program, including administration, investigation of complaints, monitoring and oversight rests with Bradley Saran, Senior Legal Counsel – Employment & Civil Rights (designated as the EEO Officer), who reports directly to the CEO on EEO related matters and acts with authority of the CEO with all levels of management and employees. All management and supervisory personnel share responsibility to support, implement, and promote EEO and are assigned specific tasks to ensure and achieve compliance. NCTD evaluates the performance of managers and supervisors based on the success of the EEO Program in the same manner that the agency evaluates their performance in other agency programs.

As stated, NCTD is committed to enforcing civil rights provisions and protecting the rights and opportunities of all employees and applicants for employment. Any employee or applicant who feels they have been discriminated against, retaliated against, or harassed based on any of the protected classifications identified above has the right to file a complaint and is encouraged to follow NCTD's Discrimination Complaint procedures for reporting alleged incidents to NCTD's EEO Officer, by email at [eeo@nctd.org](mailto:eeo@nctd.org); by phone at 760-967-2852; or by mail at 810 Mission Avenue, Oceanside, CA 92054. Employees and applicants may also file a complaint with the appropriate state or federal agency. Retaliation against an individual 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.

NCTD is committed to a workplace that acts on its daily responsibility to treat all applicants and employees equitably with dignity and respect and in compliance with the guidelines provided in its EEO Policies and Program.

NCTD will update and reaffirm this EEO Policy Statement as needed.



Shawn M. Donaghy, Chief Executive Officer

02/03/2026

Date



Bradley Saran, Senior Legal Counsel –  
Employment & Civil Rights /EEO Officer

02/03/2026

Date

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