DIRECTOR’S EEO POLICY STATEMENT

Caltrans has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, religious creed, color, national origin, ancestry, age, disability (physical or mental), medical condition (cancer and genetic characteristics), genetic information, marital status, sex (including pregnancy, childbirth, or related medical condition), gender, gender identity, gender expression, sexual orientation, political affiliation, or military and veteran status (Government Code sections 12920 and 19702 et seq.) The successful achievement of our EEO goals will provide benefits to the department through better utilization and development of previously identified underutilized segments of the workforce. Therefore, we are committed to continue monitoring our progress on our Affirmative Action Plan, to setting goals and timetables for recruiting and hiring employees who represent the relevant labor workforce populations previously identified as underutilized in the department to the extent allowed by law.

Caltrans Equal Employment Opportunity (EEO) Policy applies to all employment actions, including, but not limited to, recruitment or recruitment advertising, hiring, upgrading, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation, and treatment of employees as well as related public and private sector business activities.

All applicants and employees have the right to file complaints alleging discrimination to the Caltrans Equal Employment Opportunity Program (EEOP), the California Department of Fair Employment and Housing (DFEH), or the Equal Employment Opportunity Commission (EEOC). 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.

As Caltrans Director, I maintain overall responsibility and accountability for Caltrans compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, monitoring, and complaint investigation, I have appointed Cris Rojas, Deputy Director Administration, (916) 654-4096, as Caltrans’ EEO Officer. Deputy Director Rojas will report directly to me and acts with my authority with all levels of management, labor unions, and employees.

"Provide a safe, sustainable, integrated and efficient transportation system to enhance California’s economy and livability"
All Caltrans executives, management, and supervisory personnel share in the responsibility for implementing and monitoring Caltrans' EEO Policy and Program within their respective areas. The Caltrans EEO Program coordinates to communicate workforce goals and to provide the training, communication, and data to ensure compliance across the department. The department has identified EEO as a key performance indicator and will include this data for the Administration Program's performance dashboard. Performance for EEO goals will be reported at regular intervals to the Caltrans Executive Board.

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.

[Signature]
Laurie Berman
Director

[Date: 2-21-19]

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