



## VIA METROPOLITAN TRANSIT EEO POLICY STATEMENT

VIA Metropolitan Transit (“VIA”) is deeply rooted in the community we serve and remains committed to the well-being of our employees. Our commitment to equal opportunity is not just a policy but a reflection of our mission and values.

We are committed to creating a workforce that reflects the community we serve. We proudly ensure that everyone has equal access to employment opportunities, regardless of race, color, religion, national origin, sex (including sexual orientation and pregnancy status), age (40 and older), genetic information, disability, or veteran status. Our dedication to maintaining a workplace free from unlawful sexual harassment, workplace harassment, and pay inequality is unwavering.

VIA’s 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.

VIA 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 VIA’s President and CEO, I maintain overall responsibility and accountability for VIA’s compliance with its EEO Policy and Program. To ensure efficient day-to-day management, including program design, monitoring, complaint investigation, and compliance, I have appointed Kayle Pichalski as VIA’s Director of EEO, reporting directly to me on all EEO-related matters. Kayle Pichalski is authorized to act with my authority with all levels of management and employees, ensuring the smooth implementation of our EEO Policy and Program.

All VIA executive, management, and supervisory personnel, however, share responsibility for implementing, monitoring, and ensuring compliance with VIA’s EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance. VIA will evaluate its managers’ and supervisors’ performance on their successful implementation of VIA’s EEO policies and procedures; in the same way, VIA assesses their performance regarding other agency goals and objectives.

All employees, former employees, applicants, and non-employees, such as vendors and contractors, have the right to raise allegations of discrimination and harassment without fear of retaliation. 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. VIA reserves the right to take disciplinary or corrective action to address conduct that violates this policy.

If you believe you have been subjected to a violation of this policy, do not hesitate to reach out to the Office of EEO located at 1021 San Pedro Avenue, San Antonio, TX 78212, by telephone at 210-362-7213, or by email at [kayle.pichalski@viainfo.net](mailto:kayle.pichalski@viainfo.net).

You can also file a complaint with an external agency. The following agencies handle complaints of discrimination, harassment, and retaliation:

1. The U.S. Equal Employment Opportunity Commission (“EEOC”)—You can contact the EEOC by calling 1-800-669-4000 (1-800-669-6820 (TTY)), visiting their website at [www.eeoc.gov](http://www.eeoc.gov).
2. The Texas Workforce Commission (“TWC”)—You can contact the TWC by visiting <https://www.twc.texas.gov/programs/civil-rights/employment-discrimination>.

VIA is committed to the development and implementation of a written non-discrimination program that sets forth the policies, practices, and procedures, with goals and timetables, to which the agency is committed, and makes the EEO Program available for inspection by any employee or applicant for employment upon request.

I am personally committed to cultivating a professional work environment that treats all applicants and employees with dignity, respect, and fairness in alignment with our EEO Policy and Program.

A large, stylized blue ink signature of Jon Gary Herrera, written in a cursive script. The signature is positioned above a horizontal line.

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Jon Gary Herrera  
President and CEO