



**SAN JOAQUIN
REGIONAL
RAIL COMMISSION**

Chair, **Lisa Craig-Hensley**, City of Lodi
Vice-Chair, **Leo Zuber**, City of Ripon
Commissioner, **Dan Arriola**, City of Tracy
Commissioner, **Christina Fugazi**, City of Stockton

Chief Executive Officer, **Chris Orlando**

Commissioner, **Regina Lackey**, City of Manteca
Commissioner, **John Marchand**, City of Livermore
Commissioner, **Raj Salwan**, City of Fremont

General Counsel, **Janice D. Magdich**

EQUAL EMPLOYMENT OPPORTUNITY (EEO) POLICY STATEMENT

San Joaquin Regional Rail Commission (SJRRC) has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a diverse workforce that reflects the community we serve. SJRRC does not unlawfully discriminate in its employment actions or exclude from employment opportunities on the basis of race, color, religion, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, genetic information, disability, veteran status, or other legally protected class.

SJRRC'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, and treatment of employees.

All applicants and employees have the right to file complaints alleging discrimination with the EEO Officer. 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.

In accordance with applicable law, SJRRC also makes reasonable accommodations for employees and applicants who request an accommodation based on disability, sincerely held religious beliefs, and for pregnancy, childbirth, or related medical conditions. This policy and the law prohibit employment discrimination against any employee or applicant on the basis of legally protected status outlined above.

As SJRRC's Chief Executive Officer, I maintain overall responsibility and accountability for SJRRC's compliance with its EEO Policy and Program. To ensure day-to-day management, including program preparation, implementation, monitoring, and complaint investigation, I have appointed Nila Cordova, Director of Administration, ncordova@sjrrc.com, (209) 944-6226, as SJRRC's EEO Officer. Ms. Cordova reports directly to me and acts under my authority with all levels of management and employees.

All SJRRC managers and supervisors, however, share in the responsibility for implementing and monitoring SJRRC's EEO Policy and Program within their respective areas and will be assigned specific tasks to ensure compliance is achieved. SJRRC provides EEO training and evaluates its managers' and supervisors' performance on their successful implementation of SJRRC's EEO policies and procedures, in the same manner that SJRRC assesses their performance regarding other agency goals.

SJRRC is committed to undertaking and developing a written nondiscrimination program that sets forth the policies, practices, and procedures to which the agency is committed and makes the EEO Program available for inspection by any applicant or employee 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 in accordance with the guidelines of SJRRC's EEO Policy and Program.

A handwritten signature in blue ink that reads 'Chris Orlando'.

Chris Orlando
Chief Executive Officer

February 11, 2026