

CapMetro Board of Directors Policy Statement Commitment to Civil Rights

The CapMetro Board of Directors reaffirms the mission of the Capital Metropolitan Transportation Authority (CapMetro) to empower, enhance and serve the region and its communities through delivery of high-quality public transportation services. CapMetro provides transit as an essential public service, that connects workers to economic opportunity and provides access to healthcare, education, and essential services.

The policy statement affirms and clarifies the CapMetro Board's commitment to adherence to civil rights laws and regulations including Title VI of the Civil Rights Act of 1964, as amended, Title VII of the Civil Rights Act, as amended, the Americans with Disabilities Act, as amended, the Rehabilitation Act of 1973, as amended, Code of Federal Register 49, Part 26 (Participation of Disadvantaged Business Enterprises in Department of Transportation Financial Assistance Programs) and related guidance from the U.S. Department of Transportation.

We acknowledge the role that transportation systems and infrastructure play in supporting civil rights. In the delivery of our programs, projects, and services, we commit to the following:

- We pledge to ensure that our transit services, including fares and service planning, do not discriminate based on race, color or national origin and income level, in accordance with Title VI of the Civil Rights Act of 1964.
- Recognizing that the CapMetro service area is a complex region, with varying views and perspectives, CapMetro strives to create educational and engaging community dialogues to provide fair access for underserved communities in accordance with applicable law. We commit to furthering this work by providing opportunities for all members of the public to engage with and be heard in Board decisions.
- We will seek to include opportunities for small businesses to do business with CapMetro. CapMetro engages the community to develop disadvantaged businesses in line with the Disadvantaged Business Enterprise (DBE) and Small Business Enterprise (SBE) programs, as amended, and provide opportunities for small-business owners to attain upward economic mobility through business with CapMetro. We will meet the federal and local requirements for our DBE and SBE programs in accordance with applicable law. The Board commits to being mindful of the value these opportunities can provide for small businesses.
- Concerning CapMetro employment opportunities, we support the President and CEO's Equal Employment Opportunity Policy which notes, "[CapMetro] strives to have a workforce that reflects the community we serve and commits to non-discrimination based on any protected class."
- We are dedicated to ensuring full compliance with the Americans with Disabilities Act (ADA) across all of our programs, services, activities, and benefits and affirm that no qualified individual with a disability shall be excluded from participation in, denied the benefits of, or subjected to discrimination under any program, service, or activity provided by CapMetro, solely on the basis of their disability.