

# STATEMENT OF EEO POLICY



Nadine S. Lee,  
President & Chief Executive Officer  
5/06/2025

*Nadine S. Lee*

Dallas Area Rapid Transit (DART) is committed to our employees and the communities we serve to maintain environments and relationships that are free from discrimination and harassment. DART will comply with all applicable federal, state, and local statutes, executive orders, laws, and regulations. These laws prohibit discrimination, harassment, and retaliation for any related matters. All applicants and employees have a right to file a complaint alleging discrimination. Retaliation against anyone who files a complaint, participates in an employment discrimination proceeding (such as an investigation or lawsuit), or otherwise engages in a protected activity is prohibited and will not be tolerated.

We seek to provide equal employment opportunities to all employees and applicants, regardless of race, color, religion, age, sex, (including gender identity, sexual orientation, parental status, and pregnancy), national origin, disability, military status, genetics (including family medical history), protected veteran status, or any other characteristic protected by federal, state, or local laws.

DART's Equal Employment Opportunity (EEO) policy applies to all management practices, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, pay rates, and other forms of compensation and benefits. DART also provides reasonable accommodations for employees and applicants with disabilities, and for sincerely held religious beliefs, observances, and practices.

As President and Chief Executive Officer, I maintain overall responsibility for DART's compliance with EEO Policy. To ensure day-to-day management, including monitoring and complaint investigation, I have appointed Michael D. Collins, Sr. Vice President EEO & Cultural Engagement, as DART's EEO Officer. Mr. Collins can be reached at (214) 749-5318.

Mr. Collins reports directly to me and has full authority with all management levels and employees concerning EEO matters. Employees or applicants who believe they have been subjected to discrimination, harassment or retaliation should contact our Department of EEO & Cultural Engagement by calling the EEO Hotline at (214) 749-3366 or emailing [EEO@DART.org](mailto:EEO@DART.org).

As an equal opportunity employer, we strive to have a workforce that reflects the communities we serve. All of us at DART have a responsibility to ensure our workplace is a model for equity, dignity, and respect for all people under the guidelines of our EEO Policy.

**To file an EEO complaint, please contact the Department of EEO & Cultural Engagement at (214) 749-3366 or [EEO@DART.org](mailto:EEO@DART.org).**

**You can also find additional information at [DART.org](http://DART.org).**

