



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Equal Employment Opportunity (EEO) Officers Report for April 2026

Monthly EEO Complaint Data

As part of the EEO Office's ongoing commitment to transparency in the EEO process, the following complaint data for July 1, 2025–March 16, 2026, is included in this report. Since July 1, 2025, the EEO Office has received 65 complaints with four complaints filed in March 2026, as of the running of this report.

EEO Concurrence Process

To assist with addressing employee concerns regarding promotional opportunities at Metropolitan, the EEO Office participated as neutral observers on one interview panel in March, in which 11 candidates were interviewed. EEO's role on interview panels ensures there is consistency across the recruitment and selection process, including that no irrelevant factors outside of a candidate's knowledge, skills, and abilities influence interview scores. EEO's participation as an observer in select recruitments may also help reduce the perception of bias, and allows employee concerns to be addressed at an early stage to reduce the risk of future EEO complaints.

Additionally, in March, EEO completed two formal concurrence assessments for recruitments that implicated potential EEO policy concerns or allegations. EEO conducts a formal assessment of recruitment-related complaints to determine the circumstances surrounding the allegations. The review identifies whether corrective action is necessary and helps address concerns, meet legal obligations, and reduce long-term organizational risk.

Mandatory EEO Training Compliance

Per Metropolitan's EEO policies, all Metropolitan employees and Board Directors are required to complete sexual harassment prevention training. The training is aimed at increasing the understanding of, and preventing, workplace sexual harassment and other types of harassment, discrimination, and retaliation based on EEO-protected characteristics, and abusive conduct.

Compliance statistics for March: Supervisor/Manager (96.1 percent compliance rate); Non-Manager (95.8 percent compliance rate); and Board of Directors (94.6 percent compliance rate).

While every Metropolitan employee and Board Director is responsible for ensuring they remain in compliance with their respective training requirements, EEO staff will continue monitoring compliance records and issuing reminder compliance notices to individuals whose training requirement has elapsed, in order to seek a 100 percent compliance rate.

Outreach & Engagement

The EEO Office issued its Spring edition of the *Civil Writes* newsletter, a biannual newsletter written by EEO Office staff with informational articles and resources relevant to workplace investigations and civil rights. This edition includes a Q&A section with GM Shivaji Deshmukh, an article about the importance and impact of employee complaints on organizational growth and improvement, and information about retaliation and the investigative standard for EEO investigations.

The EEO Office utilizes these outreach and engagement opportunities to continue to raise awareness of the EEO process and foster an environment at Metropolitan where employees can represent their race, age, gender identity, sex, national origin, religion or any other protected characteristic without discrimination, harassment or retaliation.

Professional Development

EEO staff continue to complete trainings to support professional development in order to continue providing excellent work and abiding by industry best practices. Trainings completed this month include: *How do you Handle Dueling Complaints of Bias?; After the Investigation: The Road to Skelly; 2026 Workplace Compliance Trends to Watch; Government Ethics 101; and Assertiveness Training.*

EEO's Guiding Principles

AWARENESS

We seek to create a heightened awareness of EEO rights and edify the Metropolitan family through professional and personal growth. We commit to creating a harassment-free work environment and enhancing cultural competency.

ACCOUNTABILITY

We hold ourselves to the highest standards. We live our values and truths, and work to maintain reliable and trustworthy governance. We enforce a zero-tolerance policy that prohibits discrimination, harassment and retaliation in any form. We will work diligently to ensure corrective action is taken in response to any EEO policy violation.

INTEGRITY

We will communicate openly and honestly, listen, and respectfully value multiple perspectives. We will do what we say and be accountable for everything we do. We strive to do the right thing, always, even when it isn't easy.