



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Equal Employment Opportunity (EEO) Officers Report for May 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–April 20, 2026, is included in this report. Since July 1, 2025, the EEO Office has received 73 complaints, with five complaints filed in April 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 two interview panels in April, in which 11 candidates were interviewed. EEO's role on interview panels ensures there is consistency across the recruitment and selection process and 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.

This month, EEO also participated in one Hiring Strategy Meeting. The purpose of a Hiring Strategy Meeting is for EEO to meet with Human Resources Recruitment staff and the hiring manager prior to posting any position that is underutilized or has been flagged by EEO requiring EEO's oversight. Discussion topics include, but are not limited to: the requirements for the position and ensuring that only requirements and criteria that are relevant to the position and justified by "business necessity" are included; the efforts undertaken to enhance outreach efforts when the position to be filled is in a job group identified as having underutilization; and the list of recruitment sources to be used, ensuring the source list demonstrates good faith efforts to attract qualified women, people of color, protected veterans, and individuals with disabilities.

Additionally, in April, EEO completed one formal concurrence assessment for a recruitment 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 April: Supervisor/Manager (91.3 percent compliance rate); Non-Manager (95.2 percent compliance rate); and Board of Directors (100 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 and Engagement

To increase awareness of Metropolitan’s EEO policies and programs across all Metropolitan facilities, and to help safeguard the right to a discrimination-free, harassment-free and retaliation-free workplace for all employees, EEO staff held office hours at the Weymouth Treatment Plant. The office hours took place on April 8 and April 22 from 9:00 a.m.-3:30 p.m. During this time, EEO staff were available to meet with Metropolitan employees at Weymouth to share more information about the EEO Office’s policies and procedures, and to assess any EEO work-related concerns.

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. Some trainings completed this month include: *Navigating Emotionally Charged Conversations at Work*; *From Pay Ranges to Pay Data: Aligning HR and Legal State Requirements for 2026*; *Understanding the New Executive Order on DEI and Its Impact on Federal Contractors*; *SHRM Top HR Trends and Priorities for 2026*; *The Challenges of Investigating Anonymous Complaints*; *From Stress to Strategy: Managing High Conflict Behaviors in Workplace Investigations*; and *Conducting Neuroinclusive Workplace Investigations*; *Understanding California’s Labor Code §2699.3 and PAGA ENE: Procedure, Practice & Impact*.

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.