



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

Equal Employment Opportunity (EEO) Officers Report for June 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 – May 18, 2026, is included in this report. Since July 1, 2025, the EEO Office has received 79 complaints, with two complaints filed in May 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 nine interview panels in May, in which 34 candidates were interviewed, as of the running of this report. 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.

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 May: Supervisor/Manager (91.9 percent compliance rate); Non-Manager (95.8 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

On May 5, 2026, EEO leadership conducted a presentation at the Director Briefing (Workforce – EEO & DEI) on the EEO Investigative Procedures for the Board. The presentation included information about

the EEO complaint process, interim measures, EEO's standard of proof and the post-investigative process, among other topics.

On May 7, 2026, the Chief EEO Officer attended a breakfast for desert employees visiting Metropolitan's Union Station Headquarters as part of the Southland Facilities Inspection Trip. During this breakfast, the Chief EEO Officer had the opportunity to introduce herself, share information about the EEO Office, and engage with employees. The event also included a tour of Headquarters.



On May 27, 2026, the Chief EEO Officer attended the Association of Workplace Investigators Public Sector Affinity meeting. This meeting is designed to connect investigators in the public sector to build relationships, share experiences and strengthen the investigative community.

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, but are not limited to: *Managing Intermittent FMLA Leave*; *Are You Ready to Investigate in the New Age of Employee Complaints?: Emerging Trends In Workplace Investigations*; *15 Things You Might Not Know About FMLA...But Should*; *The Case for Objective Performance Management Processes: Pay Equity, Promotions, and Terminations*; *The Art of Effective Presentations*; and *Where Truth Lies: A Science-Based Approach to Assessing Credibility in Workplace Investigations*.

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.