



THE METROPOLITAN WATER DISTRICT
OF SOUTHERN CALIFORNIA

Board Report

EEO Officers Report for July 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–June 15, 2026, is included in this report. Since July 1, 2025, the EEO Office has received 84 complaints, with 3 complaints filed in June 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 11 interview panels in June. 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 (90.8 percent compliance rate); Non-Manager (95.9 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 & Engagement

On June 11, 2026, the EEO Office attended the June Safety Day at Lake Mathews. EEO Office staff participated in the Vendor Fair and had the opportunity to meet with Metropolitan employees who work at Lake Mathews, answer any EEO-related questions and concerns, and share information about our programs and services.

On June 16, 2026, the EEO Office attended the June Safety Day at the Weymouth Water Treatment Plant. EEO Office staff participated in the Vendor Fair and had the opportunity to meet with Metropolitan employees who

work at Weymouth, answer any EEO-related questions and concerns, and share information about our programs and services.

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: *FMLA, ADA and Workers' Comp: Navigating the Bermuda Triangle of Leave*; *LGBTQ California Protections*; *From Rulemaking to Reality: Mid-Year Federal Contractor Compliance Briefing*; *Title VII Compliance: What Employers Need to Know*; and *Under the Microscope: How the EEOC Inspects Workplace Investigations*; *Executive Presence from the Inside Out*; *Executive OES Emergency Management 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.