THE METROPOLITAN WATER DISTRICT OF SOUTHERN CALIFORNIA

Board Report

EEO Officers Report for October 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, 2026–September 14, 2026, is included in this report. Since July 1, 2026, the EEO Office has received 16 complaints, with two complaints filed in September 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 9 interview panels in September. 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 allow 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 September: Supervisor/Manager (95.9 percent compliance rate); Non-Manager (98.8 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 & 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 F.E. Weymouth Water Treatment Plant. The office hours took place on September 30, 2026. 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 regularly engage in professional development opportunities in order to continue providing excellent work and abiding by industry best practices. Some trainings completed this month include, but are not limited to: *AI in Employment: Regulations, Risk, and Readiness; Section 503 and VEVRAA Final Rules: What Federal Contractors Need to Know; Viral Conduct: When Off-Duty Conduct Becomes Agency Business; Sexual Harassment Prevention: Practical Steps to Reduce Risk and Respond with Confidence; California Civil Rights Department: Protections Against Discrimination and Hate for Immigrants; Investigating DEI: Considerations for Workplace Investigators; and PWFA, ADA, & FMLA: Handle Overlapping Leave Requests with Confidence.*

EEO's Guiding Principles

AWARENESS	ACCOUNTABILITY	INTEGRITY
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.	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.	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.