

**DRAFT****RESOLUTION 20xx-xxx****RESOLUTION AMENDING BPC POLICY NO. 361  
EQUAL EMPLOYMENT OPPORTUNITY AND NON-  
DISCRIMINATION**

**WHEREAS**, the San Diego Unified Port District (District) is a public corporation created by the Legislature in 1962 pursuant to Harbors and Navigation Code Appendix 1, (Port Act); and

**WHEREAS**, Section 21 of the Port Act authorizes the Board of Port Commissioners (BPC) to pass all necessary ordinances and resolutions for the regulation of the District; and

**WHEREAS**, since 1971, the BPC have had an Equal Employment Opportunity policy statement to align with the objectives of the Civil Rights Act of 1964; and

**WHEREAS**, in January 2000, the policy was expanded to include nondiscrimination and complaint procedures were added; and

**WHEREAS**, over the years, reaffirmation and minor changes to the Equal Employment Opportunity (EEO) and Nondiscrimination Policy were presented to the Board; and

**WHEREAS**, the District has embraced this transition, renaming, and rebranding the Equal Opportunity Department as the Diversity, Equity, and Inclusion (DEI) Department; and

**WHEREAS**, today, given the name change to the Diversity, Equity, and Inclusion Department and the focus on broader principles of diversity, equity, and inclusion, the following changes are being recommended:

- Replacing verbiage to update equal opportunity with diversity, equity, and inclusion as needed,
- Updated verbiage to use gender neutral pronouns, and
- Removal of the Exhibit A attachment since it contains duplicate information.

**WHEREAS**, removal of Exhibit A will simplify and clarify the message of equal opportunity and nondiscrimination by eliminating duplicate information within the same document; and

**WHEREAS**, the proposed changes to Policy No. 361 will allow better alignment with existing and potential future policies addressing equal opportunity, nondiscrimination, and diversity, equity, and inclusion; and

**WHEREAS**, this freestanding EEO and Nondiscrimination policy clearly articulates the District's DEI commitment and allows flexibility for adjustment whenever governing regulations require revisions under employment laws.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Port Commissioners of the San Diego Unified Port District, as follows:

That BPC (Board of Port Commissioners) Policy No. 361 – Equal Employment Opportunity and Nondiscrimination, as amended, is hereby adopted.

APPROVED AS TO FORM AND LEGALITY:  
GENERAL COUNSEL

---

By: Assistant/Deputy

PASSED AND ADOPTED by the Board of Port Commissioners of the San Diego Unified Port District, this 14<sup>th</sup> day of September 2021, by the following vote: