



CHICAGO TRANSIT AUTHORITY

567 W. Lake Street  
Chicago, Illinois 60661-1465  
TEL 312-684-7200  
Transitchicago.com

TO: All CTA Employees  
From: Dorval R. Carter, Jr., President  
Date: October 4, 2023  
Re: CTA's Equal Employment Opportunity Policy

The Chicago Transit Authority (CTA) is an Equal Employment Opportunity employer. We strive to have a workplace that reflects the diverse communities of the City of Chicago and the surrounding suburbs we serve. CTA does not discriminate on the basis of race, color, religion, sex, sexual orientation, gender identity, pregnancy, national or ethnic origin, age, status as an individual with a disability, protected veteran status, genetic information, or any other status protected by applicable law.

CTA's Equal Employment Opportunity (EEO) policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotions, transfers, demotions, layoffs, terminations, and rates of pay or other forms of compensation. CTA employees or applicants for employment who believe they have been subjected to discrimination, harassment, bullying, or related retaliation in accordance with CTA's Administrative Procedure (AP) No. 1601 or 1605 should file a claim with CTA's EEO Unit using the complaint form located at the back of the APs. Retaliation against any employee or applicant because they filed a complaint or otherwise engaged in an internal or external investigation, which is permitted activity, is strictly prohibited, and may subject the violator to discipline up to and including discharge.

CTA is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to observe their religious beliefs in accordance with applicable law.

To ensure there is day-to-day management of CTA's EEO program, that includes but is not limited to program preparation, monitoring, and complaint investigations, Theresa Fletcher-Brown, Director of Compliance Programs, is designated as CTA's EEO Officer. As CTA's EEO Officer, Theresa Fletcher-Brown is a direct report of mine, and acts with my authority with all employees, including all levels of management and with labor unions.

CTA executives, management, and supervisory personnel share in the responsibility for implementing and monitoring CTA's EEO policy and program within their respective areas and are assigned specific tasks to ensure compliance is achieved.

CTA's Equal Employment Opportunity Program (EEOP) sets forth the policies, practices, and procedures, with goals and timetables, to which the agency is committed. The EEOP is available for inspection by any employee or applicant for employment upon request. I am personally committed to a workplace that acts upon its daily responsibility to treat all employees and applicants equitably and with dignity and respect under the guidelines of our EEO policy and program.

Sincerely,

Dorval R. Carter, Jr.