

# **EQUAL OPPORTUNITY POLICY**

## ***Non-Discrimination & Equal Employment Opportunity***

### **Policy Statement**

The Equal Opportunity Program (EOP) is the Chicago Transit Authority's (CTA) written commitment of CTA's efforts to comply with applicable federal, state and local anti-discrimination laws with respect to employment, procurement practices, and delivery of transit services.

### **Employment**

CTA is committed to Equal Employment Opportunity (EEO) for its employees and applicants for employment. CTA prohibits discrimination, harassment or retaliation based on race, sex, sexual orientation, gender identity, religion, creed, age, national origin, disability status, military status and any other status protected by federal, state or local law. CTA is committed to recruiting, selecting, promoting, compensating, transferring, training, disciplining, terminating, and providing benefits and other terms of employment in accordance with all applicable laws.

Any employee or applicant for employment who believes he/she has been subjected to unlawful discrimination, harassment or retaliation should file a signed complaint with the EEO unit and/or contact the EEO unit at 312-681-2610 to obtain a complaint form. Please see Administrative Procedure #1601 "Discrimination/Harassment Complaints" for a detailed explanation of how to file a complaint with CTA's EEO unit. Retaliation against an employee or applicant who has filed a complaint, or interference with an employee or applicant's right to file a complaint concerning such matters, is prohibited.

### **Procurement**

In the area of contracting for goods and services, CTA requires language in its agreements with all contractors, vendors and suppliers requiring them to comply with various anti-discrimination laws.

### **Transit Services**

Consistent with the provisions of federal (including Titles VI and VII of the Civil Rights Act of 1964), state and local laws, no person shall be excluded from participation in, be denied benefits, or otherwise be subjected to discrimination from CTA transit service and related activities on the grounds of race, sex, sexual orientation, gender identity, religion, creed, age, national origin, disability status, military status and any other status protected by federal, state or local law. Any customer who believes he/she has been subjected to unlawful discrimination, harassment or retaliation should register a complaint with CTA Customer Service at 888-968-7282.

The CTA's President and the Chairman of the Chicago Transit Board both require that Executive Vice Presidents, General Managers, and their management staff share in the responsibility for CTA's EOP success. Management performance is evaluated, in part, by adherence to this policy.

CTA is a leader among urban mass transit agencies in aggressively pursuing and fostering an effective equal opportunity program. We are proud of our efforts on behalf of our employees, customers and business partners.

A handwritten signature in black ink, appearing to read "Forrest Claypool". The signature is written in a cursive style with a horizontal line extending from the end of the name.

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Forrest Claypool  
President – Chicago Transit Authority  
August 30, 2013