



Date: January 2, 2018  
To: All CTA Employees  
From: Dorval R. Carter, Jr., President  
Re: CTA's Equal Employment Opportunity Policy

As an equal opportunity employer, the Chicago Transit Authority (CTA) strives to have a workplace that reflects the community we serve. CTA prohibits discrimination based on sex, race, color, national origin, religion, marital status, sexual orientation, transgender status, pregnancy, ancestry, age, military status, disability, genetic information or any other status protected by applicable law.

CTA Equal Employment Opportunity (EEO) Policy applies to all employment actions, including but not limited to, recruitment, hiring, selection for training, promotion, transfer, demotion, layoff, termination, rates of pay or other forms of compensation, and use of facilities. Any employee or applicant for employment who believes that he or she has been subjected to discrimination, harassment, bullying or retaliation should file a complaint with CTA Administrative Procedure #1601 on Discrimination, Harassment, Retaliation and Bullying Complaints which discusses the compliant process in further detail. Retaliation against an employee or applicant because he or she has filed a complaint, or otherwise engaged in protected activity, is strictly prohibited.

CTA is committed to providing reasonable accommodations to applicants and employees who need them because of a disability or to practice or observe their religion, absent undue hardship.

To ensure day-to-day management, including program preparation, monitoring, and compliant investigation, I have designated the Senior Manager, EEO Programs as CTA's EEO Officer. The Senior Manager, EEO Programs, Tremaine Maebry will report directly to me and acts with my authority with all levels of management, labor unions, and employees.

All CTA executives, management, and supervisory personnel, however, share in the responsibility for implementing and monitoring CTA's EEO Policy and Program within their respective areas and will be assigned specific task to ensure compliance is achieved. CTA will evaluate its managers' and supervisors' performance on their successful implementation of CTA's policies and procedures, in the same way CTA assesses performance regarding other agency goals.

CTA has an Equal Employment Opportunity Program (EEOP) that 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 applicants and employees with dignity and respect, as well equitably under the guidelines of our EEO Policy and Program.

Sincerely,



Dorval R. Carter, Jr.