



Message from the CEO

Equal Employment Opportunity (EEO) Policy Statement

Metra has a strong commitment to the community we serve and our employees. As an equal opportunity employer, we strive to have a workforce that reflects the community we serve. No person is unlawfully excluded from employment opportunities based on race, color, religion, sex, pregnancy, age (40 and older), national origin, disability (physical or mental), citizenship status, genetic information, ancestry, sexual orientation, gender identity, military and veteran status, marital status, unfavorable military discharge, arrest record, orders of protection status, or other protected classes.

Metra's 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. All applicants and employees have the right to file complaints alleging discrimination. Metra prohibits and does not tolerate retaliation against individuals who file charges or complaints of discrimination, participates in employment discrimination proceedings (such as investigations or lawsuits), or otherwise engages in protected activities.

Metra is committed to providing reasonable accommodations to applicants and employees who need them because of disabilities or to practice or observe their religion, absent undue hardships.

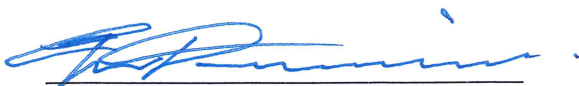
As Metra's CEO/Executive Director, I maintain overall responsibility and accountability for Metra's compliance with its EEO Policy and Program. To ensure day-to-day management of the EEO Program, including program preparation, monitoring, and complaint investigation, I have appointed Patricia Emanuel, Director, EEO and Diversity of the EEO Department. Ms. Emanuel will report to me and acts with my authority with all levels of management, labor unions, and employees.

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

Metra's EEO Program is a written nondiscrimination program that sets forth the policies, practices and procedures, with goals and timetables, to which the agency is committed. The EEO Department monitors and reports progress towards the implementation of EEO policies and procedures. The EEO Program is available for inspection in the EEO Department by any employee or applicant for employment upon request.

I am personally committed to a workplace that is free from unlawful discrimination and harassment. Further, I expect any entity with which Metra does business, to support this policy by complying with all applicable federal, state, and local equal employment opportunity laws and regulations.

I encourage you to direct any questions about the EEO Program to the EEO Department by phone at (312) 322-8919, by fax at (312) 322-4273, or email at metraeeo@metrarr.com.


James M. Derwinski
CEO/Executive Director

8-26-19
Date