

## INSPECTION OF THIS AAP

41 §CFR 60-741.41

41 §CFR 60-250.41

The Affirmative Action Program for Individuals With Disabilities and Covered Veterans shall be available for inspection by any employee or applicant by contacting Director EEO/AA at (402) 544-4425 during normal business hours, Central Standard Time.

## POLICY STATEMENT

41 CFR §60-741.44(a)

41 CFR §60-250.44(a)

It is the policy of **Union Pacific Railroad** to provide equal employment opportunities for all applicants and employees regardless of any physical or mental disability or covered veteran status. **Union Pacific Railroad** agrees to take affirmative action to employ and advance in employment qualified individuals with disabilities and covered veterans. Additionally, **Union Pacific Railroad** administers all personnel actions including recruiting, hiring, training and promoting without regard to disability or veteran status and base all such employment decisions on valid job requirements.

**Senior Vice President-Human Resources** has overall responsibility for the Program. **Director EEO/AA** is responsible for implementing, monitoring, and administering the Program.

**Union Pacific Railroad** ensures that applicants and employees with disabilities or covered veteran status have the ability to access the contents of its policy statement.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities:

- Filing a complaint;
- Assisting or participating in an investigation, compliance evaluation, compliance review, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA), section 503 of the Rehabilitation Act of 1973 (section 503), as amended,

or any other Federal, State, or local law requiring equal opportunity for individuals with disabilities and covered veterans.

- Opposing any act or practice made unlawful by VEVRAA, section 503 or its implementing regulation or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or covered veterans; or
- Exercising any other right protected by VEVRAA, section 503 or its implementing regulations.