



Chicago Zoological Society

Inspiring Conservation Leadership

Equal Opportunity Employment Policy

The Chicago Zoological Society affords equal employment opportunities to all employees and qualified applicants and does not discriminate against any employee or applicant because of race, color, religion, age, gender, national origin, veteran status, marital status, sexual orientation, or any non-job-related physical or mental disability, as required by law.

To assure full implementation of this equal employment policy, we take steps to assure that:

1. People are recruited, hired, assigned and promoted without regard to race, color, religion, age, gender, national origin, citizenship, veteran's status, marital status, sexual orientation, or disability.
2. All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from lay offs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, color, religion, age, gender, national origin, citizenship, veteran's status, marital status, sexual orientation or disability.
3. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

The Chicago Zoological Society realizes that the successful achievement of a non-discriminatory employment program requires support and cooperation from all employees. In fulfilling its part in this cooperative effort, senior management is expected to lead the way by establishing and implementing procedures and practices intended to achieve the objective of equal opportunity for all.

Managers and supervisors are to assure that the Society's equal employment opportunity policy is followed. Supervisors, along with all members of management, are charged with assuring adherence to this policy.

Sandra Dornhecker, Vice President of Human Resources, has been appointed the responsibilities of EEO Coordinator. As EEO Coordinator, she is responsible for the day-to-day implementation and monitoring of the Society's Affirmative Action Plan. As part of that responsibility, she periodically analyzes the Society's personnel actions and their effects to insure compliance with our equal employment policy.

If an employee or an applicant for employment has any questions about this policy or about our Affirmative Action Plan, they may contact the EEO Coordinator, Ms. Sandi Dornhecker by email at sandi.dornhecker@czs.org or by phone at (708) 688-8334 during regular business hours. The Society's Affirmative Action Program is available upon request to employees or applicants between the hours of 10:00 a.m. and 5:00 p.m. at the Chicago Zoological Society-Brookfield Zoo, 3300 Golf Road, Human Resources Department, Brookfield, Illinois 60513.

A handwritten signature in black ink, appearing to read "Stuart D. Strahl". The signature is fluid and cursive, with the first name "Stuart" being more prominent than the last name "Strahl".

Stuart D. Strahl, Ph.D.
President and Chief Executive Officer