

U.S. Equal Employment Opportunity & Affirmative Action Policy

Equal Employment Opportunity and Affirmative Action

It is Citigroup's policy to ensure equal employment opportunity for persons based on job-related qualifications and regardless of race, sex/gender, pregnancy, gender identity or expression, color, creed, religion, national origin, nationality, citizenship status, age, physical or mental disability or medical condition, as defined and protected under applicable law, genetic information, marital status (including domestic partnerships and civil unions), sexual orientation, culture, ancestry, familial or caregiver status, military status, veteran's status, socioeconomic status, unemployment status, status as a victim of domestic violence, or any other legally protected characteristic or status. This policy demonstrates Citi's commitment to an inclusive experience in many ways, from recruiting, hiring, training, promotion, compensation, benefits, transfers, terminations, to Citi-sponsored educational, social, and recreational programs and facilities, including the use of restrooms that correspond with an employee's gender identity.

Our commitment to equal employment opportunity also includes the development and implementation of affirmative action programs for women, minorities, individuals with disabilities and cover veterans consistent with the implementing regulations of Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, and Section 503 of the Rehabilitation Act of 1973, as amended. As part of these programs, job applicants and employees are invited to voluntarily self-identify their race, ethnicity, sex/gender, as well as their status as an individual with a mental or physical disability or medical condition, as defined and protected under applicable law, and/or covered veteran and, for employees only, gender identity/expression and sexual orientation. Disclosure of such status(es) or requesting an accommodation for a disability is voluntary and will not subject the applicant or employee to adverse treatment.

Information obtained concerning individuals with physical or mental disabilities or medical conditions, as defined and protected under applicable law, or veterans with disabilities will be kept confidential except that (1) supervisors and managers may be informed regarding necessary accommodations and restrictions on the work or duties of individuals with physical or mental disabilities or medical conditions, as defined and protected under applicable law, or covered veterans with disabilities, (2) first aid and safety personnel may be informed, when and to the extent appropriate, and if a condition might require emergency medical treatment, and (3) government officials investigating compliance with federal laws and regulations may need to be informed.

Citi will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish the information.

Workplace/Sexual Harassment

Sexual harassment, verbal or implicit, or any type of harassment or intimidation of employees based on a protected characteristic or status by managers, co-workers, clients, vendors or visitors is a violation of policy and is strictly prohibited. Harassment is any behavior that is unwelcome and/or offensive to individuals or individuals in a particular group, and included (without limitation) unwelcome sexual advances and comments; comments, jokes, or other degrading or offensive language or behavior (such as racial slurs or epithets); and objects, books, magazines, photographs, cartoons, pictures, calendars, posters, electronic mail, or other material that may be offensive.

Employees are encouraged to report any incident of unlawful discrimination or harassment (including sexual harassment) to management, Human Resources, or the Citi Ethics Hotline. You are not required to report a complaint to anyone who is the subject of the complaint. Human Resources will investigate any complaint of unlawful discrimination or harassment. Citi prohibits any form of retaliation against any employee who has made a complaint or participated in an investigation of discrimination or harassment, or requested a reasonable accommodation for a disability, pregnancy, or religious belief. Retaliation includes any adverse action taken because an employee has engaged in such activity.

Responsibility for Implementation

As CEO, I fully support our equal employment and affirmative action programs and Citi's commitment to diversity and inclusion in our workplace. I have delegated overall responsibility for the implementation of our equal employment and affirmative action programs to Citi's senior human resources team who is responsible for regularly reviewing the programs to ensure equal employment opportunity for all employees and individuals are treated with dignity and respect.

The affirmative action plans for women, minorities, individuals with physical and mental disabilities or medical conditions, as defined and protected under applicable law, and covered veterans may be viewed by making an appointment to do so during normal business hours through Human Resources Professional Services.

William J. Mills
CEO of North America

