Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or歧视 because they have engaged in or may engage in filing a complaint, opposing an unlawful practice or assisting, testifying or participating in an investigation, compliance review, proceeding or hearing related to federal, state or local laws requiring equal opportunity.

The Vice President Human Resources is responsible for the interpretation and administration of this Policy and for maintaining an audit system to measure the effectiveness of this Policy.

Pay Transparency Policy Statement

Norfolk Southern 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. Employees and applicants who have accessed the compensation data 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 have access to that information or to a compensation benchmark.

The disclosure of pay information, unless the disclosure is in response to a formal complaint or charge, in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or consistent with the contractor's legal duty to furnish information.

Programs and Activities Receiving Federal Financial Assistance

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VI of the Civil Rights Act of 1964, as amended, prohibits applicants and employees from discrimination based on race, color, religion, sex, national origin, age, or disability in any program or activity receiving Federal financial assistance.

DISABILITY

Title I and Title II of the Americans with Disabilities Act of 1990, as amended, prohibit discrimination based on disability in any program or activity receiving Federal financial assistance. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability so that he or she can perform the essential functions of the job.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects employees and applicants 40 years of age and older from discrimination on the basis of age in hiring, promotion, discharge, layoff, benefits, job training, classification, referral, and other aspects of employment. Age discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act of 1964, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to men and women who engage in substantially equal employment in jobs that require equal skill, effort, and responsibility under similar working conditions.

GENETICS

Title I of the Genetic Information Nondiscrimination Act of 2008 prohibits employers and applicants from discriminating based on genetic information in hiring, promotion, discharge, layoff, benefits, job training, classification, referral, and other aspects of employment. Genetic discrimination includes making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability.

RETAI LATION

All of these Federal laws provide covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes discrimination.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC, let us act on your behalf and to protect your right to file a private lawsuit, you should contact EEOC and file a discrimination complaint immediately. Equal Employment Opportunity Commission (EEOC); 1-800-669-EEOC toll-free line; 1-800-669-6820 TTY number for individuals with hearing impairments. EEOC field office information is available at www.eeo.gov in most telecommunication systems. Reemployment Rights Act.

You may also bypass the VETS process and bring a civil action against employer for violations of USERRA.

Equal Employment Opportunity is the Policy of Norfolk Southern Corporation ("Corporation") to comply with all applicable laws, regulations and executive orders concerning equal employment opportunity and nondiscrimination, and to offer employment, training, reassignment, advancement, and all other privileges of employment on the basis of qualification and performance regardless of race, religion, color, national origin, gender, age, status as a covered veteran, sexual orientation, gender identity, the presence of a disability, genetic information, or any other legally protected status.

Norfolk Southern provides its employees, applicants for employment, and other individuals involved with an internal procedure for resolving equal opportunity complaints. Employees are required to report any equal employment opportunity complaints, including discrimination, to the Corporation's Equal Employment Opportunity Office. The Corporation can be reached at 1-888-4-USA-DOL, or on the web site at http://www.dol.gov/elaws/userra.htm.