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**CORPORATE POLICY 305**

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**EQUAL EMPLOYMENT OPPORTUNITY**

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**STATEMENT OF POLICY**

It is the policy of Norfolk Southern Corporation ("Corporation") to comply with all applicable laws, regulations and executive orders concerning equal opportunity and nondiscrimination, and to offer employment, training, remuneration, 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, the presence of a disability or any other legally protected status.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination 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 explicit intention is to assure equal treatment and opportunity for all employees and employment applicants beyond simple compliance with the letter of civil rights legislation, and to make every effort through affirmative action to comply fully with the spirit of equal employment opportunity.

**ADMINISTRATION**

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.

**IMPLEMENTATION**

This Policy is implemented by Procedure 305.2, Equal Employment Opportunity Process.

See also: Policy 311, Accessibility of Corporate Facilities to  
Individuals with Disabilities  
Procedure 305.1, Collection and Maintenance of  
Employee Medical Records  
Procedure 311.1, Accessibility of Corporate Facilities  
to Individuals with Disabilities

APPROVED:

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Chairman