



STATE OF ILLINOIS

## Illinois Commerce Commission

Jeffrey Crabtree  
Acting Executive Director

160 N. LaSalle, Ste.C-800  
Chicago, Illinois 60601

### Executive Director's Statement on Affirmative Action

The Illinois Commerce Commission is committed to maintaining equal opportunity and professional excellence in all ICC recruiting, hiring, training, promotion, retention and layoff decisions, without regard to the following bases; including but not limited to race, color, religion, sex, sexual orientation, national origin/ancestry, citizenship status, disability, age, order of protection status, marital status, pregnancy, arrest record, military status, including veteran status, and unfavorable discharge from military service. "Equal Opportunity" is a fundamental operating principle in this agency's current and ongoing efforts to recruit, employ, train and promote racial and ethnic minorities, women and persons with disabilities. The support and commitment is expected of all executive, managerial and supervisory staff in implementing the agency affirmative action plan.

You may review the ICC's Affirmative Action Plan and supporting documents by contacting the ICC's EEO/AA Officer, Karen Rieken. The agency is committed to implementing sexual harassment and other harassment policies and programs. Furthermore, without fear of retaliation, you may contact the EEO/AA Officer to ask about rights if you believe you have been subjected to unlawful discrimination, think you have been the object of harassment, or wish to file an internal complaint.

A handwritten signature in cursive script that reads 'Jeffrey W. Crabtree'.

Jeffrey Crabtree  
Acting Executive Director