

Non-Discrimination Policy

Employment-related decisions are made on the basis of individual suitability. It is Company policy that there shall be no discrimination with respect to any of the terms or conditions of employment, because of race, color, creed, religion, ethnicity, sex, age, national origin or nationality, ancestry, physical or mental disability; pregnancy, childbirth or related medical conditions, marital status, sexual or affectional orientation, gender identity or expression, military or veteran status, genetic information, or any other basis protected by applicable federal, state or local law.

In addition, it is against Company policy to refuse to do business with, discriminate against or harass any independent contractor, customer, supplier or other business associate based upon these characteristics or any other characteristic protected by applicable federal, state or local law.

If you believe that you have been discriminated against with respect to the terms and conditions of your employment in violation of this policy, you should report your concerns to your supervisor, Human Resources or any member of management with whom you feel comfortable.