

## **Policy Against Unlawful Harassment, Discrimination, and Retaliation**

The Worksite Employer is committed to providing a work environment that is free of unlawful harassment, discrimination, and retaliation. Further to this commitment, we strictly prohibit all forms of unlawful discrimination and harassment, which includes discrimination and harassment on the basis of race, religion, color, sex (including childbirth, breast feeding, and related medical conditions), sexual orientation, transgender status, national origin, citizenship status, uniform service member status, pregnancy, age, genetic information, disability, or any other category protected by applicable state or federal law.

This policy against unlawful harassment, discrimination, and retaliation applies to all employees of the Worksite Employer, including supervisors and managers. It also applies to all customers, vendors, and independent contractors, as well as to unpaid interns and volunteers (all of whom are designated for purposes of this policy only as "Business Associates"). We prohibit managers, supervisors and employees from harassing subordinates or coworkers as well as the Worksite Employer's Business Associates. Any such harassment will subject an employee to disciplinary action, up to and including immediate termination. In addition, we prohibit Business Associates from harassing our employees, unpaid interns and volunteers.