

EQUAL EMPLOYMENT OPPORTUNITY AND ANTI-HARASSMENT POLICY

[COMPANY NAME]

Sample for illustrative purposes
Actual product will be the latest available version

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Foreword

This material was prepared in consultation with anti-discrimination and legal experts. This policy provides extensive coverage of various anti-discrimination rules mandated by federal and state law. The language and information contained in this sample policy has been compiled from standard legal forms and various federal, state, and local agencies such as the U.S. Equal Employment Opportunity Commission. This sample policy is only an example and must be reviewed for consistency with applicable laws and company policies and procedures.

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About Us

At Gamma Compliance Solutions, we come to work every day because we want to solve the biggest problem in regulatory compliance: helping you make sure you have met all the requirements. As an employer, you need a compliance program that is expansive and does not break the bank. As a worker or professional, you need comprehensive training for your day-to-day job and credentialing and, let's face it, some training is required by law. Consultants and trainers oftentimes have a core focus area like classroom-based training and may need the other mandatory elements of compliance.

We started our company in 2000 because we saw a gap in the market. No one offered comprehensive, reliable OSHA compliance and training resources for small- to medium-sized businesses that were cost-effective, easy to implement, and included ongoing support. We started Gamma Compliance Solutions to meet that challenge. We determined that the best way to deploy a well-researched compliance solution in an accessible way was in the form of a thorough, easy-to-use DIY kit.

Over the years we have developed different compliance packages to suit practices at any stage in the OSHA compliance process. As our team has grown, we have expanded into other regulations and are continually adding to our areas of expertise. Our goal is to be a one-stop-shop for your compliance needs.

We are excited to simplify regulatory compliance for our clients so they can get back to doing what they do best.

Disclaimer

The parties involved in the creation of this material hereby explicitly disclaim any and all liability for any action, advice or opinion that results from the use or application of this material outside its intended purpose. Users acknowledge they understand their duty to abide by the laws, regulations and policies that regulate their specific industry and state.

This policy is a sample policy and provided for informational purposes only. This content is not offered as legal advice nor legal opinion, and Gamma Compliance Solutions' distribution, and transmittal does not intend to, shall not, and will not be deemed to create an attorney-client relationship. Any information contained in this sample policy should not be acted or relied on without consulting with an attorney. This policy should be reviewed by your qualified legal counsel with a license in the applicable jurisdictions to your company.

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EQUAL EMPLOYMENT OPPORTUNITY AND ANTI-HARASSMENT POLICY

This is _____ 's [COMPANY NAME] (the "Company") Equal Employment Opportunity and Anti-Harassment Policy (the "Policy"). The effective date of this policy is

[Date this policy went into effect].

Equal Opportunity Employer

Company is an equal opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. Company is committed to providing a workplace that is free from unlawful discrimination. Company strives to hire, train, and retain the most qualified people we can find, basing our evaluation on each individual's job-related qualifications, capabilities, potential, and merit.

All Unlawful Discrimination Prohibited

Company strictly prohibits and does not tolerate unlawful discrimination against employees, applicants, or any other covered persons, including interns, by co-workers, supervisors, managers, or third parties on the basis of a person's protected classes, including sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender (including gender identity or expression), sexual orientation, race, color, religious creed (including religious dress and grooming practices), familial or marital status, pregnancy, taking or denial of a leave of absence (such as taking a protected medical leave of absence under the Family and Medical Leave Act), national origin, citizenship status, ancestry, medical condition (including cancer and genetic characteristics), age (40 years and over), physical/mental disability,