

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

This is to affirm AMERICAN SECURITY, LLC's policy of providing Equal Opportunity to all employees and applicants for employment in accordance with all applicable Equal Employment Opportunity/Affirmative Action laws, directives and regulations of Federal, State and Local governing bodies or agencies thereof.

Our organization will not discriminate against any employee or applicant for employment because of race, color, creed, religion, national origin, sex, sexual orientation, gender identity, disability, age, marital status, familial status, membership or activity in a local human rights commission, status with regard to public assistance. The Organization will not discriminate against any employee or applicant for employment because he or she is a qualified individual with a disability, a disabled veteran, a Vietnam Era Veteran, a newly separated veteran, a campaign veteran, or an armed forces metal veteran. American Security will not discriminate against any employee or applicant based on genetic information under Title II of the Genetic information Non-discrimination Act of 2008 (GINA). Genetic information will not be used with regards to making decisions.

We will take Affirmative Action to ensure that all employment practices are free of such discrimination. Such employment practices include, but are not limited to, the following: hiring, upgrading, demotion, transfer, recruitment or recruitment advertising, selection, layoff, disciplinary action, termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship. We will provide reasonable accommodation to applicants and employees with disabilities.

AMERICAN SECURITY, LLC will evaluate the performance of its management and supervisory personnel on the basis of their involvement in achieving these Affirmative Action objectives as well as other established criteria. In addition, all other employees are expected to perform their job responsibilities in a manner that supports equal employment opportunity for all.

If any employee or applicant for employment believes he or she has been treated in a way that violates this policy, they should contact Human Resources Department at 1-800-403-1155. Responsible parties will investigate allegations of discrimination or harassment as confidentially and promptly as possible, and we will take appropriate action in response to these investigations.