



## Equal Opportunity Employment

Gershenson Construction is an Equal Opportunity Employer. We believe that no person should be discriminated against in their employment or terms of employment because of race, religion, color, gender, national origin, age, disability or veteran's status. It is Gershenson Construction's policy to maintain a work environment free of unlawful discrimination for all employees and to ensure equal employment opportunities in all personnel actions and procedures, including, but not limited to, recruitment, hiring, training, transfers, promotions, compensation, benefits, and all other terms and conditions of employment.

## Harassment Policy

Gershenson Construction prohibits harassment based on factors such as race, color, sex, religion, national origin, age, mental or physical disability.

Gershenson Construction will not tolerate any action by any employee, vendor, subcontractor, agent or other related third party, which constitutes sexual harassment of any other employee, vendor, subcontractor, agent, third party or any individual while working for Gershenson Construction at any facility, job site or any other company venue.

### DEFINITION

**Harassment** includes verbal, physical or visual conduct that creates an intimidating, offensive or hostile work environment or that unreasonably interferes with job performance. Harassment may also include unwelcome, offensive slurs, jokes or other similar conduct. Additionally, sexual harassment includes any request or demand for sexual favors that is implicitly or expressly a condition of employment, continued employment or considered in employment decisions such as promotion, performance evaluations, pay adjustments, discipline, work assignments, etc.