



Software and Systems Engineering

## 2.3. Equal Employment Opportunity

Solidus is an Affirmative Action, Equal Employment Opportunity Employer. Solidus will provide equal employment opportunities to applicants and employees without regard to race, religion, color, creed, national origin, citizenship status, sex, sexual orientation, age, ancestry, physical or mental disability, medical condition, marital status, veteran status, disabled veteran, gender (including gender identity, transgender status, pregnancy, childbirth and related medical conditions), genetic characteristics and/or information, registered domestic partner status, or any other classification protected by applicable local, state or federal employment discrimination laws.

Solidus policy applies to all aspects of employment, including, but not limited to, hiring, job assignment, compensation, promotion, benefits, training, terminations, working conditions, compensation, benefits, and other terms and conditions of employment. Solidus complies with federal and state equal employment opportunity laws and strives to keep the workplace free from all forms of harassment, including sexual harassment. Solidus considers harassment in all forms to be a serious offense.

Employees who have been subject to prohibited discrimination or harassment must immediately report the incident to Elaina Corcoran, Vice President Operations, Patricia Anderson, Chief Operations Officer or Darlene Tucker, President/CEO. Complaints are investigated immediately and handled confidentially. Solidus ensures that employees following this complaint procedure are protected against illegal retaliation.

Any reported violations of EEO law or this policy are investigated. Supervisors or employees found to have engaged in discriminatory conduct or harassment are subject to immediate disciplinary action, including possible termination of employment.