



Causie Contracting, Inc.

Est. 1966

**Equal Employment Opportunity Policy
& Statement of Affirmative Action**

Causie Contracting provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

As part of the company's equal employment opportunity policy, Causie Contracting will also take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified disabled persons are introduced into our workforce and considered for promotional opportunities.

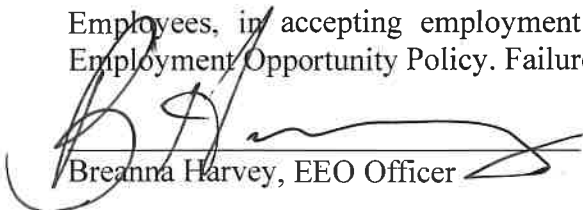
This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, training, and the overall workplace culture of Causie Contracting. Workplace harassment can include, for example, slurs, offensive or derogatory, or the display of offensive symbols.

Any complaint of alleged discrimination or harassment by this company, its supervisors or employees or any person or organization acting on behalf of the company should immediately be called to the attention of the company EEO Officer, Breanna Harvey.

Causie Contracting will not allow any form of retaliation against individuals who make good faith reports of alleged violations of this policy, or who cooperate in Causie Contracting's investigation of such reports, even if the reports do not reveal any wrongdoing.

Subcontractors on projects accept the above Equal Employment Opportunity Policy as their own.

Employees, in accepting employment from Causie Contracting, agree to the above Equal Employment Opportunity Policy. Failure to follow the policy will result in disciplinary action.


Breanna Harvey, EEO Officer

08/28/2023
Date