

Equal Employment Opportunity

To give equal employment and advancement opportunities to all applicants and employees with respect to any terms, privileges, or conditions of employment, we make employment decisions at D&RR based on a number of factors including but not limited to performance, behaviors, qualifications, abilities, etc. As such, we do not discriminate in employment opportunities or practices on the basis of race, color, religion and religious creed (including religious beliefs, practices, observances, dress, and grooming), sex, gender, gender identity, transgender status, gender expression, sexual orientation, marital and partnership status, national origin (including language use restrictions), ancestry, mental and physical disability (including HIV and AIDS), medical condition (including cancer, genetic characteristics, and medical conditions related to pregnancy, childbirth, and breastfeeding), age (40 and over), denial of medical and family care leave or pregnancy disability leave, pregnancy, childbirth, breastfeeding, genetic information, medical marijuana cardholder status, military status, veteran status, special disabled veteran status, unemployment status, retaliation for protesting illegal discrimination related to any of the categories noted herein, and/or any other characteristic or category protected by applicable local, state, or federal laws.

D&RR will make reasonable accommodations for qualified individuals with known disabilities unless making the accommodations would result in an undue hardship or unsafe conditions. D&RR will also make reasonable accommodations that do not create an undue hardship for:

- Women who are experiencing medical limitations as a result of pregnancy, childbirth, and related conditions, including lactation, in accordance with any local, state, or federal laws.
- Any individual's religious beliefs, observances, dress, appearance, and practices consistent with any local, state, or federal laws.

All employees of D&RR share in the responsibility for assuring that by their personal actions this Equal Employment Opportunity policy applies uniformly to everyone. Any employees, including managers, involved in discriminatory practices will be subject to disciplinary action, up to and including termination.

Our Equal Employment Opportunity policy covers all employment practices, including recruitment, advertising, selection, job assignment, promotion, compensation, discipline, termination, access to benefits, training, etc.

You are required to use the Issue Resolution Policy to report any form of discrimination or harassment. If you believe that D&RR has failed to comply with Title VII of the Civil Rights Act of 1964 (Pub. L. 88-352) (Title VII), as amended, the Civil Rights Act of 1991 (Pub. L. 102-166) (CRA), the Lily Ledbetter Fair Pay Act of 2009 (Pub. L. 111-2), the Equal Pay Act of 1963 (Pub. L. 88-38) (EPA), the Pregnancy Discrimination Act, or any local, state, or federal law(s), you are required to address the issue through the Issue Resolution Policy to ensure that D&RR is properly notified of the issue and given a reasonable opportunity to respond.

Diversity

We value the diversity that individuals from different backgrounds bring to D&RR. A diverse workforce is essential to providing meaningful work experiences and to finding solutions to the many challenges that we face.