



## **Equal Opportunity Employment**

It is Hollis & Hollis Group, Inc. objective to provide a working environment free from harassment, intimidation, and coercion at all sites and in all facilities at which employees are assigned (41 CFR 60-4.3(a)7.a.).

Employees are hired based solely on Hollis & Hollis Group, Inc. personnel requirements and the qualifications of each individual candidate.

We will not tolerate nor condone discrimination due to age, race, color, religion, sex, national origin or disability. We will comply with the spirit and letter of all local, state and federal laws pertaining to employment. Furthermore, we will not discriminate due to age, race, color, religion, sex, national origin or disability when making decisions regarding hiring practices and termination of employees.

Employees are protected under the following federal authorities:

A. Executive Order 11246, as amended, which prohibits discrimination and requires affirmative action to ensure equal employment opportunity without regard to race, color, sex, religion and/or national origin; and implementing regulations at 41 CFR Parts 60-1 through 60-50.

B. Section 503 of the Rehabilitation Act of 1973, as amended, (Section 503), which prohibits discrimination and requires affirmative action in all personnel practice for qualified individuals with disabilities; and the implementing regulation at 41 CFR Part 60-741.

C. The affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 S.S.C. 4212 (VEVRAA), which prohibits discrimination and requires affirmative action in all personnel practices for special disabled veterans, veterans of the Vietnam era, and any other veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized; and the implementing regulations at 41 CFR Part 60-250 1.

An employer may not fire, demote, harass or otherwise "retaliate" against an individual for filing a charge of discrimination, participating in a discrimination proceeding, or otherwise opposing discrimination. The same laws that prohibit discrimination based on race, color, sex, religion, national origin, age, and disability, as well as wage differences between men and women performing substantially equal work, also prohibit retaliation against individuals who oppose unlawful discrimination or participate in an employment discrimination proceeding.

Effective March 1, 2005