	# A Notice and Invitation to All Employees and Applicants

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Copperhead Environmental Consulting is an equal opportunity employer. To assure full implementation of this equal employment policy, we will take steps to ensure that:

- Persons are recruited, hired, assigned, and promoted without regard to race, religion, color, creed, national origin, ancestry, gender, citizenship, sex, sexual orientation, gender identity, gender expression, domestic partner status, ADIS/HIV status, pregnancy status, marital status, military and/or veteran's status, genetic information, medical condition, age, physical and/or mental disability, height, weight, or association with members of a protected class.
- Personnel actions, such as compensation, benefits, transfers, layoffs and recall from layoffs, access to training, education, and social recreation programs are administered without regard to race, religion, color, creed, national origin, ancestry, gender, citizenship, sex, sexual orientation, gender identity, gender expression, domestic partner status, ADIS/HIV status, pregnancy status, marital status, military and/or veteran's status, genetic information, medical condition, age, physical and/or mental disability, height, weight, or association with members of a protected class.
- Employees an applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have:
  - Filed a complaint;
  - Assisted or participated in an investigation, compliance review hearing or any other activity related to the administration of any federal, state, or local law requiring equal employment opportunity;
  - Opposed any act or practice made unlawfully by any federal, state, or local law requiring equal opportunity; or
  - Exercised any other right protected by federal, state, or local law requiring equal opportunity.