



THERAPY MATTERS, INC.

Discrimination/Harassment Statement of Policy

The management at Therapy Matters, Inc. (TM) is dedicated to upholding a discrimination and harassment free workplace. Discrimination on the basis of race, color, age, national origin, sex, religion, pregnancy, disability, marital status, sexual orientation, or otherwise is prohibited. Statements, actions, and/or behaviors based on discrimination will not be tolerated.

One type of discrimination is sexual harassment. Sexual harassment includes but is not limited to sexual gestures, innuendos, statements, or advances, requests for sexual favors, or any verbal or physical conduct that creates a hostile or offensive work environment. Sexual harassment will not be tolerated in the workplace or in any communications regarding, and/or pertaining to any TM employees or affiliations.

In the case of a potential act of discrimination, employees should immediately report to their direct supervisor and TM management. Corrective action will be taken immediately and may include counseling, investigation, termination, and/or other penalties deemed necessary by management.

TM management is committed to the enforcement of this policy and providing a discrimination and harassment free workplace. We appreciate your cooperation in this matter.

By printing and signing below, I agree to have read and abide by these policies and procedures.

Name In Print

Signature

Date