

## **Arise O&P Nondiscrimination & Anti-Harassment Workplace Policy**

It is the policy of Arise O&P to operate in full compliance with all federal and state laws, including those that govern discriminatory practices. Title VII of the Civil Rights Act of 1964, and all its amendments, prohibits employers from discriminating against employees on the basis of sex (including sexual orientation, gender identity and pregnancy), race, color, national origin, disability, age, religion, or genetic information (including family and medical history). Harassment includes "sexual harassment" such as unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment. Arise O&P operates with a compliance plan that condemns all forms of discrimination and harassment in the workplace. *Every employee is entitled to fair treatment in the workplace.* Any violation of these conditions is not consistent this policy and will not be tolerated.