

Computer Recycling, Education, & Training
Non-Discrimination and Anti-Harassment Policy

NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY

Computer Recycling, Education, and Training ("CRE&T") is committed to equal opportunity for all persons without regard to sex, age, race, color, religion, creed, national origin, marital status, disability, or sexual orientation. It is the policy of CRE&T to comply with all federal, state, and local laws and regulations regarding equal opportunity. In keeping with that policy, CRE&T is committed to maintaining a work environment that is free of unlawful discrimination and harassment. Accordingly, CRE&T will not tolerate unlawful discrimination against or harassment of any of our employees or others present at our facilities by anyone, including any manager, supervisor, co-worker, vendor, client, or customer of CRE&T.

Unlawful Discrimination and Harassment:

Unlawful discrimination includes treating someone less well in opportunities for work, promotions, shifts, overtime or other conditions of employment because of his or her race, national origin, sex, age, religion, disability, or other protected attribute. Harassment consists of unwelcome or unwanted conduct, whether verbal, physical, or visual, that is based upon a person's protected status. Examples of unlawful harassment include words, gestures, stories, jokes, or nicknames that are derogatory, demeaning, or insulting to a person based upon his or her race, national origin, sex, disability, age, religion, or other protected attribute.

Sexual harassment deserves special mention. Sexual harassment consists of:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work performance by creating an intimidating, hostile, or offensive work environment.

Examples of sexual harassment may include, but are not limited to the following conduct by any employee, whether male or female:

Unwanted sexual advances or propositions, offering employment benefits in exchange for sexual favors, making or threatening reprisals after a negative response to sexual advances, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing," jokes about gender-specific traits, making sexual gestures or comments, displaying sexually suggestive objects, pictures, cartoons or postures, impeding or blocking another's movement, physical contact, such as patting, pinching, or brushing against another's body, and continued requests for a date after a rejection.