



Ward Leonard

Equal Opportunity Policy

Ward Leonard CT LLC and its sub-tier suppliers and subcontractors shall abide by the requirements of 41 CFR/60-1.4 (a), 60-300.5 (a) and 60-741.5 (a).

All requirements under the aforementioned statutes, orders and applicable regulations including but not limited to paragraphs 1 through 7 of Executive Order 11246, as amended, are incorporated herein by reference.

These requirements prohibit discrimination against qualified individuals based on their status as protected veterans or individuals with disabilities, and prohibit discrimination against all individuals based on their race, color, religion, gender, gender identity, sexual orientation or national origin. Moreover, the regulations require that covered prime contractors and subcontractors take affirmative action to employ and advance in employment individuals without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status or disability.

In addition, the contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed or disclosed their own pay or the pay of another employee or applicant.

However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing or action including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.