

EQUAL EMPLOYMENT OPPORTUNITY POLICY

At The RedHead Solutions, we value diversity on an individual level. We are dedicated to creating an environment where people draw upon their own diverse backgrounds, experiences, perspectives, and ideas in helping to build small businesses.

We are an Equal Opportunity employer. Our leadership team is in full support of a workforce that is free from discrimination where all employees feel welcomed, valued & engaged. As an employer we:

- Give equal opportunity in a personnel practices, including recruitment, selection, promotion, training, compensation, benefits, transfer, layoff termination, and social and recreational programs.
- Prohibit any sort of discrimination within our company but also to include discrimination based on race, color, ethnic or national origin, age, religion or religious creed (or belief) sex, including pregnancy, childbirth, breastfeeding, reproductive health decisions or related medical conditions, sexual orientation, gender, gender identity, gender expression, transgender status, or sexual stereotypes; nationality, immigration status, citizenship, or ancestry; marital status; protected military or veteran status; physical or mental disability, medical condition, genetic information or characteristics (or those of a family member); political views or activity; status as a victim of domestic violence, sexual assault or stalking; or any other basis prohibited under federal, state, or local law.
- Do not allow harassment against our employees, applicants or other business associate that is discriminatory or otherwise inconsistent with equal employment opportunity.
- Provide reasonable accommodation for qualified individuals with physical or mental disabilities, and for religious observance and limitations resulting from pregnancy in accordance with federal, state, and local law. We also provide reasonable accommodation for sincerely held religious beliefs observances, and practices, unless doing so would cause an undue hard ship on The RedHead Solutions business.

Additionally, we do not tolerate statements or actions that could be experienced or perceived by others to create a discriminatory or harassing work environment. We also do not allow any retaliation, including intimidation, threats, or coercion, against someone who acts in good faith in reporting (or expressing an intent to report) discrimination or harassment, assisting another in making such a report, or participating in any investigation of potential discrimination or harassment.

Employees who violate our policies against discrimination, harassment, or retaliation will be subject to appropriate disciplinary action, up to and including termination.

Our entire workforce share the responsibility that we incorporate the principles of equality, diversity, and inclusion throughout The RedHead Solutions.