

ANTIDISCRIMINATION AND ANTIHARASSMENT—IIR provides equal employment opportunity (EEO) to all employees and applicants for employment without regard to race, color, religion, gender, sexual orientation, national origin, age, disability, marital status, or any other protected class, in accordance with applicable federal, state, or local laws. IIR complies with applicable federal, state, and local laws governing nondiscrimination in employment in every location in which IIR has facilities. This policy applies to the following terms and conditions of employment: hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

IIR expressly prohibits any form of unlawful harassment of employees on the basis of race, color, religion, sex, sexual orientation, national origin, age, disability, marital status, or any other protected class, in accordance with applicable federal, state, or local laws. This policy applies wherever IIR conducts business, including those times when employees are on business travel status.