

EO POLICY STATEMENT FOR VETERANS AND INDIVIDUALS WITH DISABILITIES 41 C.F.R. §§ 60-300.44(a); 60-741.44(a)

It is the policy of Atkins and my personal commitment that equal employment opportunity be provided in the employment and advancement of all persons regardless of race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as protected veterans, and individuals with disabilities at all levels of employment, including the executive level. Atkins does not, and will not, discriminate against any applicant or employee regardless of race, religion, color, national origin, sex, sexual orientation, gender identity, age, status as a protected veteran and/or individuals with disability in any position for which the applicant or employee is qualified. In addition, Atkins is committed to a policy of taking affirmative action to employ and advance in employment qualified protected veteran employees and employees with disabilities. Such affirmative action shall apply to all employment practices, including, but not limited to hiring, upgrading, demotion or transfer, recruitment, recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training, including apprenticeship and on-the-job training. Decisions related to personnel policies and practices shall be made on the basis of an individual's capacity to perform a particular job and the feasibility of any necessary job accommodation. Atkins will make every effort to provide reasonable accommodations to the physical and mental limitations of individuals with disabilities and to disabled veterans.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any activity protected by state, federal or local anti-discrimination laws including the following activities:

- (1) Filing a complaint;
- (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans or Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) or any other federal, state or local law requiring equal opportunity for disabled persons;
- (3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled veterans, recently separated veterans, other protected veterans, or Armed Forces service medal veterans or section 503 or its implementing regulations or any other federal, state or local law requiring equal opportunity for disabled persons; or