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HARASSMENT POLICY

Employees have a right to work in an environment free of harassment. Specialties Company attempts to provide all employee's with a workplace free from any form of harassment because of the employee's race, color, sex, religion, age, national origin, citizenship status, disability, genetics, sexual orientation or gender identity.

Included in this policy is a commitment to provide a workplace free of job-related sex discrimination including sexual harassment. Sexual harassment includes, but is not limited to:

- Unwelcome verbal comments or jokes, physical gestures or actions of a sexual nature toward another employee,
- Unwelcome demands or requests for sexual favors (explicit and implicit),
- The promise of special treatment with regard to an individual's employment in exchange for sexual favors or sexual activity, and/or
- Any sexually related comments or conduct that has the purpose of effect of unreasonably interfering with an employee's work performance.

If you believe you are being subject to conduct or comments that violate this policy, you are encouraged to and have a responsibility to immediately report these matters to **Greg Bridges, EEO Officer**. Such reports will be treated confidentially to the extent possible, and no action will be taken against any employee because he or she reports discrimination or harassment. All employees are assured that action will be taken to investigate and resolve complaints and that the Company is firm in its commitment to eliminate such conduct from the workplace.

Specialties Company, LLC will not tolerate harassment or any other discriminatory conduct. Such conduct will result in disciplinary action up to and including discharge.

Greg Bridges
EEO Officer
317.594.0291 (Office)
317.753.4409 (Mobile)

Specialized for Construction

Soil Stabilization ▼ Concrete Breaking ▼ Guardrail ▼ Fencing ▼ Milling ▼ Video Inspection

An Equal Opportunity Employer