

## **Human eSources Non-discrimination Statement**

Human eSources does not discriminate or permit discrimination by any member of its organization against any individual on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, parental status, marital status, age, disability, citizenship, veteran status or genetic information in its operations or in the educational, personal development and job-seeking programs it provides.

Human eSources is committed to providing a work environment that is free from harassment. Harassment, whether verbal, physical or visual, that is based on an individual's race, color, religion, national origin, sex, sexual orientation, age or any other legally protected characteristics is a form of discrimination. This includes harassing conduct affecting tangible job benefits, interfering unreasonably with an individual's academic or work performance, or creating what a reasonable person would perceive is an intimidating, hostile or offensive environment. Prohibited sex discrimination includes sexual harassment and sexual violence.

Examples of discrimination and harassment may include:

- Refusing to hire or promote someone because of the person's protected status
- Demoting or terminating someone because of the person's protected status
- Jokes or epithets about a person's protected status
- Teasing or practical jokes directed at a person based on his or her protected status
- Displaying or circulating written materials or pictures that degrade a person or group
- Verbal abuse or insults about, directed at, or made in the presence of an individual or group of individuals in a protected group

### **Title IX Compliance**

Title IX prohibits discrimination (including sexual harassment and sexual violence) based on sex in an institution's educational programs and activities. As part of our commitment to non-discrimination, and as a vendor to educational institutions, we will attempt to comply with our clients' Title IX policy requirements as they pertain to vendors. To that end, we strive to provide content and services that are free from any discrimination prohibited by Title IX. Title IX also prohibits retaliation for asserting claims of sex discrimination.

For further information about Human eSources and its non-discrimination policy, please contact us.

### **Contacts**

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