



INTERNATIONAL LIFEGUARD CRITICAL INCIDENT RESPONSE ALLIANCE

EQUAL EMPLOYMENT OPPORTUNITY/ AFFIRMATIVE ACTION POLICY

ILCIRA will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another or application. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with ILCIRA legal duty to furnish information.

Employees, applicants and volunteers of ILCIRA will not be subjected to any form of harassment or discrimination for exercising rights protected by, or because of their participation in, an investigation or compliance review related to Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the American with Disabilities Act, Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998, or any other federal or state nondiscrimination law, rule, or regulation.

While each manager and supervisor is accountable for the execution of strategies aimed at achieving the Company's objectives of equal employment opportunity and workforce diversity in her or his area, the overall responsibility for implementation and monitoring of this policy has been assigned to the ILCIRA Executive Director / CEO. Non-confidential portions of ILCIRA' Affirmative Action Programs are available for review during regular business hours.

