



## **Equal Opportunity Employment and Anti-Discrimination Policy**

Signum University makes employment decisions based strictly upon the individual's qualifications, abilities and performance, and the comparative qualifications of other applicants or employees. All opportunities for hiring, promotion, or advancement are equally available to any individual regardless of race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information, or any other status protected under applicable federal, state, or local laws. Moreover, at Signum University we believe that a diverse workforce is a strong workforce. We welcome differing perspectives, and seek to provide an atmosphere of open communication and exchange of ideas.

Signum University is committed to providing a work environment free from discrimination and harassment based on actual or perceived race, age, sex, color, national origin, religion, disability, or any other basis protected by federal, state, and local laws. Discrimination based on an individual's association with any person in the protected categories is also prohibited. Additionally, Signum University reserves the right to require non-discrimination against other groups not identified by law. It is our hope that Signum University will be perceived as a workplace where every individual is treated with respect at all times, and we will periodically review policies and training procedures to ensure that the best possible measures are being taken towards achieving that end.

Signum University will not tolerate any discrimination against, or harassment of, any employee or independent contractor by any other employee, supervisor, or independent contractor, and will attempt to protect employees and independent contractors from discrimination or harassment in the work environment by non-employees. This policy of strict prohibition applies to all employees and independent contractors of Signum University. If you feel you have been discriminated against, please inform your supervisor or the Employment Team immediately. Retaliation against anyone who makes a complaint in good faith is prohibited.