



### **Affirmative Action and Equal Employment Opportunity Policy**

It is the policy of PSI not to discriminate against any employee or applicant for employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability, protected veteran status or any other classification protected by applicable federal, state or local law.

It is also the policy of PSI to take affirmative action to employ and to advance in employment, all persons regardless of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability, protected veteran status or any other legally protected characteristic and to base all employment decisions only on valid job requirements. This policy applies to all employment actions, including but not limited to recruitment, hiring, upgrading, promotion, assignment, transfer, demotion, layoff, recall, termination, rates of pay or other forms of compensation, and selection for training or other professional development at all levels of employment.

Employees and applicants of PSI will not be subject to harassment on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, marital status, genetic information, disability, protected veteran status or any other legally protected characteristic.

Additionally, retaliation (e.g., intimidation, threats or coercion) because an employee or applicant has objected to discrimination, engaged or may engage in filing a complaint, assisted in a review, investigation, or hearing or has otherwise sought to obtain his/her legal rights under any federal, state, or local EEO law is prohibited.