

EQUAL EMPLOYMENT OPPORTUNITY

DecisionPath is committed to complying with all federal, state, and local laws providing equal employment opportunities, and all other equal employment laws and regulations. It is the Company's intent to maintain a work environment that is free of discrimination because of sex, ethnicity, race, color, creed, religion, national origin, age, disability, marital status, military service status, genetic information or any other protected classification. The Company is dedicated to the fulfillment of this policy in regards to all aspects of employment, including but not limited to recruiting, hiring, placement, transfer, training, promotion, discipline, rates of pay and other compensation, benefits, termination, and all other terms, conditions, and privileges of employment.

The Company will conduct a prompt and thorough investigation of all allegations of discrimination or violation of the Company's Equal Employment Opportunity Policy. The Company will take appropriate corrective action, if and where warranted. The Company prohibits retaliation against any employee who provides information about, complains, or assists in the investigation of any complaint of discrimination or violation of the Company's Equal Employment Opportunity Policy.

All employees are all responsible for upholding the Company's Equal Employment Opportunity Policy and any claimed violations of the policy should be brought to the attention of employees' manager and/or Human Resources personnel.

HARASSMENT/SEXUAL HARASSMENT

It is DecisionPath's goal to maintain a pleasant, professional, and productive work environment. DecisionPath has a strict policy against all types of workplace harassment. All forms of harassment of, or by, employees, vendors, visitors, customers, and clients are strictly prohibited and will not be tolerated.

Harassment

Workplace harassment is unwelcome conduct that is based on sex, ethnicity, race, color, creed, religion, national origin, age, disability, marital status, military service status, genetic information or any other protected classification. Harassment becomes unlawful when 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

While it is not possible to list all the circumstances that may constitute other forms of workplace harassment, the following are some examples of conduct that may constitute workplace harassment: (a) the use of disparaging or abusive words or phrases, slurs, negative stereotyping, or threatening, intimidating or hostile acts that relate to the above protected categories; (b) written or graphic material that insults, stereotypes or shows aversion or hostility towards an individual or group because of one of the above protected categories and that is placed on walls, bulletin boards, email, voicemail, or elsewhere on the Company's premises, or circulated in the workplace; and (c) a display of symbols, slogans, or items that are associated with hate or intolerance towards any select group.

Sexual Harassment

Sexual harassment means any harassment based on someone's sex or gender. It includes harassment that is not sexual in nature (for example, offensive remarks about an individual's sex or gender), as well as any unwelcome sexual advances or requests for sexual favors or any other conduct of a sexual nature, when any of the following is true: (1) submission to such conduct is made either explicitly or implicitly as a term or condition of an individual's employment (2) submission to, or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual or (3) such conduct has the purpose or effect of substantially or unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

While it is not possible to identify each and every act that constitutes or may constitute sexual harassment, the following are some examples of sexual harassment: (a) unwelcome requests for sexual favors; (b) lewd or derogatory comments or jokes; (c) comments regarding sexual behavior or the body of another employee; (d) sexual innuendo and other vocal activity such as catcalls or whistles; (e) obscene letters, notes, emails, invitations, photographs, cartoons, articles, or other written or pictorial materials of a sexual nature; (f) repeated requests for dates after being informed that interest is unwelcome; (g) offering or providing favors or employment benefits such as promotions, favorable evaluations, favorable assigned duties or shifts, etc., in exchange for sexual favors; and (h) any unwanted physical touching or assaults, or blocking or impeding movements.

Reporting Discrimination and Harassment

Any employee who feels that he or she has witnessed, or been subject to, any form of discrimination or harassment is required to immediately notify their supervisor, HR Manager, or someone from the Executive Team. Additionally, any manager or supervisor who observes discriminatory conduct must report the conduct to the HR Manager or someone from the Executive Team so that an investigation can be made and corrective action taken, if appropriate. DecisionPath feels that in order to create a positive and inclusive work environment, it is the responsibility of all employees to speak up when they see or experience any form for decimation, harassment or any other inappropriate behavior.

DecisionPath prohibits retaliation against any employee who provides information about, complains, or assists in the investigation of any complaint of harassment or discrimination.

DecisionPath will promptly and thoroughly investigate any claim and take appropriate action where it finds a claim has merit. Discipline for violation of this policy may include, but is not limited to, reprimand, suspension, demotion, transfer, and discharge. If the Company determines that harassment or discrimination occurred, corrective action will be taken to effectively end the harassment. As necessary, the Company may monitor any incident of harassment or discrimination to assure the illegal behavior has stopped. In all cases, the Company will follow up as necessary to ensure no retaliation for making a complaint or cooperating with an investigation.

This policy is in no way intended to restrict communications or actions protected or required by state or federal law.

Retaliation

DecisionPath strictly prohibits and does not tolerate unlawful retaliation against any employee. All forms of unlawful retaliation are prohibited, including any form of discipline, reprisal, intimidation, or other form of retaliation for participating in any activity protected by law.

Examples of protected activities include, but are not limited to:

- Making a good faith internal complaint (written or oral) with the Company specifically opposing unlawful discrimination or harassment;
- Filing a good faith complaint of unlawful discrimination or harassment with the US Equal Employment Opportunity Commission (EEOC) or in court;
- Participating in DecisionPath's internal investigation into allegations of unlawful harassment or discrimination;
- Requesting an accommodation under the Americans with Disabilities Act;
- Requesting or taking leave under the Family and Medical Leave Act; and
- Filing a worker's compensation claim.

The examples above are illustrative only, and not exhaustive. No form of retaliation for any protected activity will be tolerated.

Complaint Procedure

Employees who are subjected to any conduct that they believe violates this policy are required to immediately notify their supervisor, HR Manager, or someone from the Executive Team. The Company will promptly and thoroughly investigate any claim and take appropriate action where it finds a claim has merit. Discipline for violation of this policy may include, but is not limited to, reprimand, suspension, demotion, transfer, and discharge. If the Company determines that retaliation occurred, corrective action will be taken to effectively end the retaliation. As necessary, the Company may monitor any incident of retaliation to assure the illegal behavior has stopped.

This policy is in no way intended to restrict communications or actions protected or required by state or federal law.

DISABILITY ACCOMMODATION

DecisionPath complies with federal and state disability regulations, including the Americans with Disabilities Act (ADA), as amended by the ADA Amendments Act (ADAAA). DecisionPath will provide a reasonable accommodation to disabled applicants and employees if the reasonable accommodation would allow the individual to perform the essential functions of the job, unless doing so would create an undue hardship. Qualified applicants or employees with a physical or mental disability requiring reasonable accommodation in order for them to perform the essential functions of their jobs should inform the Company so that it and the employee can together discuss what accommodations are available and appropriate.

Employees who have a medical condition that requires them to be away from work, or have exhausted their FMLA covered leave, may be eligible for an unpaid non-FMLA medical leave of absence as a reasonable accommodation under the ADA, assuming such leave does not present a hardship for DecisionPath.

Procedure for reasonable accommodation requests:

1. Employee advises the HR Manager or their Supervisor of the need for accommodation.
2. Employee completes a Request for Accommodation form and gives it to his or her supervisor.
3. The accommodation request will be discussed with the employee and the employee's manager(s).

4. The employee will be required to provide documentation supporting a disability, including medical certification.
5. If a reasonable appropriate accommodation is readily available, the request will be approved, and the accommodation implemented.
6. If an accommodation is not readily ascertainable, the matter will be pursued further with assistance from appropriate external resources.

The Company will consider the request for an accommodation but reserves the right to offer its own accommodation to the extent permitted by law. The Company makes determinations about reasonable accommodations on a case-by-case basis considering various factors and based on an individualized assessment in each situation.

The Company may ask employees to provide supporting documents showing that employees have a disability within the meaning of the ADA and applicable state or local laws, and that their disability necessitates a reasonable accommodation. If the information provided in response to this request is insufficient, the Company may require that employees see a health care professional of the Company's choosing, at the Company's expense. In those cases, if employees fail to provide the requested information or see the designated health care professional, their request for a reasonable accommodation may be denied. The Company will keep confidential any medical information that it obtains in connection with an individual's request for a reasonable accommodation.

Individuals will not be retaliated against for requesting an accommodation in good faith. The Company expressly prohibits any form of discipline, reprisal, intimidation, or retaliation against any individual for requesting an accommodation in good faith.