



## Equal Employee Opportunity (EEO) Policy

CBH is an equal opportunity employer. All employment related decisions are made without regard to race, color, sex, pregnancy, marital status, religion, national origin, sexual orientation, gender identity, age, disability, military or veteran status, political affiliation, genetics, or any other classification protected by applicable law. All personnel actions, including hiring, benefits, transfers, promotions, demotions, discipline, recruitment, compensation, layoffs, return from layoffs, training, educational, recreational, and social programs, and other terms, conditions, and privileges of employment, are and must be administered in a non-discriminatory manner.

CBH requires that all its employees, and management understand and practice equal employment opportunity. CBH requires that all employees add their support to achieving the objectives of providing a workplace free from unlawful discrimination and of zero tolerance for any type of harassment or discrimination. Any violation of CBH's policies prohibiting unlawful discrimination and harassment will be dealt with severely and any employee, including any management, who engages in such behavior will be subject to appropriate disciplinary action up to and including termination.

These policies prohibiting unlawful discrimination and harassment apply to employees while at work and work-related events and at any other time when an employee's actions affect employees, affiliates, or consumers/individuals of CBH. Additionally, these policies apply to employees' use of social media (e.g., Facebook, Twitter, etc.)