

Discrimination & Harassment

We do not permit discrimination or harassment of any kind. Any unwanted and/or unwelcome behavior—including physical, verbal or conducted through technological or other means—that creates an intimidating, hostile or offensive work environment is prohibited. If you experience or observe any such behavior, please report it immediately to a Partner, Principal or Office Manager. Complaints will be investigated promptly, thoroughly and as confidentially as possible. JA will take appropriate, corrective action to address the harassment or discrimination, which may include disciplinary action up to and including termination of employment. Appropriate, corrective action may be taken even if the harassment or discrimination is not unlawful behavior. JA will not permit any retaliation against its employees who report concerns regarding discrimination or harassment, or who participate in an investigation involving claims of discrimination or harassment.