

Effective: January 2016

WORKPLACE COMMITMENTS
Section 2.1: Equal Employment Opportunity Statement

Bruner/Cott & Associates, Inc.
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Bruner/Cott

BCA believes that workforce diversity is paramount to the firm's growth and long-term success. By valuing these differences, the firm embraces the skills, experiences, and knowledge of all employees.

Accordingly, BCA is committed to providing equal employment opportunities for all persons regardless of race, color, religious creed, sex, age, marital status, national origin, ancestry, disability, sexual orientation, gender identity, genetic information, uniformed military or veteran status, or any other characteristic protected by law. BCA endeavors to consistently base employment on individual merit, qualifications, and competence.

Equal opportunity extends to all aspects of the employment relationship, including hiring, promotions, training, compensation, benefits, layoffs and all other terms of employment.

Employees who believe that they have been subjected to discrimination should immediately report the incident to one of Mark Teden, Jason Forney, Dana Kelly, or Shelley Kolesar. Complaints are investigated promptly and handled as confidentially as possible. BCA will not tolerate unlawful retaliation against an employee filing a complaint, reporting, or participating in an investigation of discrimination.

Any employee found to have engaged in discriminatory conduct is subject to immediate disciplinary action up to and including termination of employment.