



ARCH | NEXUS

ARCHITECTURAL NEXUS, Inc  
archnexus.com

**SALT LAKE CITY**

2505 East Parleys Way  
Salt Lake City, Utah 84109  
T 801.924.5000

**SACRAMENTO**

1990 Third Street, Suite 500  
Sacramento, California 95811  
T 916.443.5911

## **NON-DISCRIMINATION POLICY**

Arch Nexus has a corporate responsibility to create and maintain a workplace that is free of discrimination. Arch Nexus does not tolerate discrimination of any of its employees, customers, vendors, or suppliers. Any form of discrimination which violates federal, state, or local law, including, but not limited to discrimination related to an individual's race, religion, color, sex, national or ethnic origin, citizenship status, age, marital status, veteran status, family status, physical or mental disability, sexual orientation or gender identity is a violation of this policy and will be treated as a disciplinary matter. For these purposes the term "discrimination," includes unequal treatment, slurs and any other offensive remarks, jokes and other verbal, graphic, or physical conduct.

If an employee feels she or he is being discriminated against, the individual should immediately notify her or his supervisor to discuss the complaint. If the employee is uncomfortable reporting the behavior to the supervisor, it should be reported to the President or any other senior manager. The person being discriminated against will not be retaliated against or penalized for participating in an investigation or for making a good faith report.

Discrimination against employees in connection with their work with non-employees may also be a violation of this policy. Any employee who experiences discrimination by a nonemployee, or who observes discrimination of an employee by a nonemployee should immediately report such behavior to his or her supervisor. Appropriate action will be taken against any nonemployee violating this policy.

Discrimination against Arch Nexus' customers, employees of its customers, vendors, or suppliers by employees is also strictly prohibited. Any such discrimination will subject an employee to disciplinary action, up to and including immediate discharge.