

Discrimination Policy

1. Policy Statement

1.1. It is the policy of ThinkReliability to provide a work environment for all employees and a learning environment for all instructors and learners that is free from all forms of unlawful discrimination. Accordingly, ThinkReliability does not practice or condone unlawful discrimination in any form against learners, employees or applicants on the grounds of race, color, religion, creed, sex, national origin, age, disability, veteran status or sexual orientation.

1.2. Discrimination based upon race, color, religion, creed, sex, national origin, age, disability, veteran status, or sexual orientation is in violation of federal and state law and ThinkReliability policy, and will not be tolerated.

1.3. Retaliation against any person complaining of discrimination is in violation of federal and state law and ThinkReliability policy, and will not be tolerated.

1.4. ThinkReliability will respond promptly to all complaints of discrimination and retaliation. Violation of this policy can result in serious disciplinary action up to and including discharge for employees. Learners who are in violation of this policy may be removed from the learning event, without receiving continuing education credit.

1.5. ThinkReliability regularly reviews its compliance with this Policy.

1.6. Disciplinary action for violations of this policy will be the responsibility of the Policy Officer.

2. Definitions

2.1. Discrimination is unequal and unlawful treatment (including harassment) based upon race, color, religion, creed, sex, national origin, age, disability, veteran status, or sexual orientation.

2.2. Retaliation is conduct causing any interference, coercion, restraint or reprisal against a person complaining of discrimination or participating in the resolution of a complaint of discrimination.

3. Violations of Policy

3.1. Any individual with a concern, grievance or complaint of discrimination or retaliation should contact the Policy Officer at info@thinkreliability.com.

3.2. As part of the Annual Program Review, the Policy Officer will provide a summary report including all violations of this policy as well as the resolutions of those cases.

This policy was last reviewed on October 23, 2013.