



**Harassment Prevention Policy  
(Vermont)**

2019



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## Harassment Prevention Policy (Vermont)

**TalentWave (the Company)** is committed to providing a work environment free of harassment. Sexual harassment and harassment based on race, color, religion, national origin, sex (including pregnancy), sexual orientation, gender identity, ancestry, place of birth, age (18 and over), physical or mental disability or medical condition, HIV status, genetic information or membership in the Reserves or National Guard are unlawful in the workplace. The Company will not tolerate discrimination or harassment based on these characteristics or any other characteristic protected by applicable federal, state or local law.

All employees and TalentWave payrolled contractors are expected to comply with the Company's Harassment Prevention policy. While the Harassment Prevention policy sets forth the Company's goals of promoting a workplace that is free of harassment, the policy is not designed or intended to limit the Company's authority to discipline or take remedial action for workplace conduct that we deem unacceptable, regardless of whether that conduct satisfies the definition of unlawful harassment.

Any employee or TalentWave payrolled contractor who believes that he or she has been harassed or discriminated against, or who is aware of harassment or discrimination against others, should immediately provide a written or verbal report to their Company representative.

Employees or TalentWave payrolled contractors who believe they have been harassed or discriminated against may also file a formal complaint with either or both of the government agencies listed below.

The state agency responsible for complaints of harassment is the State of Vermont Attorney General's Office – Public Protection Division Civil Rights Unit.

109 State Street  
Montpelier, VT 05609-1001  
(888) 745-9195 (toll free VT)  
(802) 828-3657  
(802) 828-3665 (TTY)  
(802) 828-2154 (Fax)  
Website: <http://www.state.vt.us/atg/>

The Equal Employment Opportunity Commission (EEOC) is the federal agency that investigates harassment claims, including claims of sexual harassment. The EEOC can be reached at:

John F. Kennedy Federal Building, 475 Government Center, Boston, MA 02203,  
telephone number (800) 669-4000.



Employees or TalentWave payrolled contractors who believe they have been unlawfully harassed may file a complaint with the Attorney General's Office or the EEOC. These agencies serve as neutral fact-finders and attempt to help the parties voluntarily resolve disputes.

For all other states, please contact your Company representative.