



**WEAVERCOOKE**  
CONSTRUCTION

## **WEAVER COOKE CONSTRUCTION, LLC**

### **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Weaver Cooke Construction, LLC will be based on merit, qualifications, and abilities. Weaver Cooke Construction, LLC does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, age (40+), disability, status as a Vietnam-era or specially disabled veteran, or any other characteristic protected by law.

Weaver Cooke Construction, LLC will make reasonable accommodations for qualified individuals with known disabilities, which are protected by federal or state law, unless doing so would result in an undue hardship for the Company. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, benefits, and training.

In addition to providing equal employment opportunities to all qualified individuals, Weaver Cooke Construction, LLC has established an affirmative action program to promote employment opportunities throughout the Company for minorities, females, disabled veterans, Vietnam-era veterans, and the disabled.

We encourage present minority and female employees to recruit other minority persons and women and, where reasonable, provide after school, summer and vacation employment to minority and female youth both on the site and in other areas of our work force.

We also ensure that seniority practices, job classifications, work assignments and other personnel practices, do not have a discriminatory effect by continually monitoring all personnel and employment related activities to ensure that the EEO policy and the Contractor's obligations under these specifications are being carried out.

Employees with questions or concerns about any type of workplace discrimination or harassment should bring these issues to the attention of their immediate supervisor, Project Manager, Superintendent, or the VP Finance & Administration. Employees may raise concerns and make reports without fear of reprisal.

Anyone found to be engaging in unlawful discrimination or harassment will be subject to disciplinary action, up to and including termination of employment.

PROJECT: \_\_\_\_\_

SUBCONTRACTOR/VENDOR: \_\_\_\_\_

BY: \_\_\_\_\_ Date: \_\_\_\_\_