



Equal Employment Opportunity

Clyde's is proud to be an equal opportunity employer. We are committed to equal employment and advancement opportunity based on merit for all qualified individuals. We strictly prohibit illegal discrimination against any employee or applicant for employment because of their actual or perceived status in the following protected classes, including their association with people who belong to or are perceived to belong to these protected classes.

- Age (40 and older).
- Genetic information.
- Handicap, physical or mental disability unrelated to ability to perform the job including association with a person who has a disability.
- Marital, parental, or civil union status.
- Military service status, unfavorable discharge from military service or status as a disabled veteran or Vietnam era veteran.
- Order of protection status.
- Race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists), color, national origin, or ancestry.
- Religion or religious creed.
- Sex including pregnancy, childbirth, and related medical conditions including, but not limited to, lactation or the need to express breast milk for a nursing child.
- Sexual orientation, sexual preference, gender identity or expression, or transgender status.
- Work authorization status.
- For any other status protected by federal, state, or local law.

All employment decisions relating to recruitment, selection, job assignment, retention, training, development, promotion, transfer, benefits, compensation, disciplinary action, layoff, return from layoff, demotion and termination, and any other term or condition of employment will be administered consistent with equal employment opportunity and shall involve only valid requirements including but not limited to merit, experience, education, competency - including the ability to perform the essential functions of the job, and demonstrated performance. This policy extends to all employees and applicants for employment and to all aspects of the employment relationship and also to independent contractors, personnel working on our premises who are employed by temporary agencies and any other persons or firms doing business for or with Clyde's.



Accommodation for Disabilities

Clyde's offers individuals with a disability, both employees and applicants for employment, equal employment opportunity and reasonable accommodation in all aspects of the application process and in employment where such reasonable accommodation does not place an undue hardship on the Company. When an applicant for employment, or an employee requests accommodation, the Company will engage the individual in a good faith, formal discussion, in which both parties explore the need for accommodation and whether accommodation can be offered. Clyde's prohibits all forms of discrimination against individuals with disabilities, including retaliation by any Clyde's employee in authority against anyone who asserts their rights under the Americans with Disabilities Act, or any applicable state or municipal human rights law.



Accommodation for Pregnancy

Clyde's prohibits discrimination on the basis of pregnancy where either an applicant for employment or an employee is treated unfavorably because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth. Applicants for employment or employees who are pregnant will be afforded equal employment opportunity and reasonable accommodation regarding all aspects of employment including recruitment, selection, job assignment, retention, training, development, promotion, transfer, benefits, compensation, disciplinary action, layoff, return from layoff, demotion and termination, and any other term or condition of employment. Employees temporarily unable to perform their job due to a medical condition related to pregnancy or childbirth, will be treated in the same way as other temporarily disabled employees. When an applicant for employment, or an employee requests accommodation, management will engage the individual in a good faith, formal discussion, in which both parties explore the need for accommodation and whether accommodation can be offered.



Policy Against Harassment

Clyde's strictly prohibits all forms of unlawful harassment including but not limited to the abuse of the dignity of anyone through ethnic, racist, or sexist slurs, or other derogatory or objectionable conduct.

Prohibited harassment includes any verbal, physical or visual conduct, such as jokes, gestures or derogatory remarks that tend to disparage or provoke an employee, customer, vendor, or visitor on the basis of his or her age (40 and older), genetic information, handicap, physical or mental disability unrelated to ability to perform the job including association with a person who has a disability, marital, parental or civil union status, military service status, unfavorable discharge from military service or status as a disabled veteran or Vietnam era veteran, order of protection status, race (including traits associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists), color, national origin, or ancestry, religion or religious creed, sex (including pregnancy, childbirth, breast feeding and related medical conditions including, but not limited to, lactation or the need to express breast milk for a nursing child), sexual orientation, sexual preference, gender identity or expression, or transgender status, work authorization status, actual or perceived or association with people who belong or are perceived to belong to these protected classes, or for any other reason prohibited by law.

Without limiting in any way the general prohibition of harassment set forth above, this prohibition extends equally to sexual harassment. Sexual harassment is defined as any unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature, including dirty jokes, sexual innuendoes, obscenities, and the display of sexually suggestive photographs or other materials, videos, or use of websites where such photographs, videos or digitized graphics may be viewed, where:

Submission to such sexual advances or requests carries either an express or implied promise of an employment benefit or condition of employment.

Failure to submit to or reject such sexual advances or requests results in an express or implied threat of an adverse employment decision affecting such individual.

The sexual conduct interferes with or creates an environment that is difficult, uncomfortable, or offensive for an employee.



Policy Against Retaliation

Clyde's strictly prohibits unlawful retaliation against any employee or applicant for employment for reporting illegal discrimination or harassment, for filing a charge of harassment, or for participation in any investigation of a report of harassment or discrimination, or for reporting a violation of one of the Company's other policies. Prohibited retaliation includes, but is not limited to, verbal or physical harassment, disciplinary action, demotion, suspension, termination, failure to hire or consider for hire, failure to give equal consideration in making employment decisions, failure to make employment recommendations impartially, taking other actions to adversely affecting working conditions or otherwise denying any employment benefit. Furthermore, no supervisor, manager or officer has the authority to require you to tolerate or agree to any conduct that violates this policy in order to receive any job benefit, including compensation, duties, assignments, promotions, etc. Such activities are unlawful and will result in severe discipline, up to and including termination of employment.