

Equal Employment Opportunity/Affirmative Action

BCE Engineers, Inc. is an equal employment opportunity employer and is committed to an active affirmative action program. Employment decisions are based on merit and business needs, and not on race, color, citizenship status, national origin, ancestry, gender, sexual orientation, age, weight, religion, creed, physical or mental disability, marital status, veteran status, political affiliation, or any other factor protected by law. It is the stated policy of BCE Engineers, Inc. that all employees and applicants shall receive fair consideration and treatment in employment and all terms and conditions of work. BCE Engineers, Inc. will continue to recruit, hire, train, and promote into all job levels without regard to race, color, citizenship status, national origin, ancestry, gender, sexual orientation, age, weight, religion, creed, physical or mental disability, marital status, veteran status, political affiliation, or any other factor protected by law. Similarly, BCE Engineers, Inc. will continue to administer all other personnel matters (such as classification, compensation, benefits, work outside a home office, layoff, company-sponsored training, education, social and recreational programs) in accordance with this policy.

This policy shall be adhered to by all employees of BCE Engineers, Inc. Management and supervisory staff, in particular, shall assure that the intent as well as the stated requirements of this policy are implemented in all employee relations and personnel practices. It is the responsibility of each employee to ensure that the work environment is free of any practice of discrimination or harassment. Overall responsibility for this policy rests with the company's Officers.

Any person having questions or concerns relevant to this policy or the Affirmative Action Program should contact the Human Resources department for further information.

