



Nondiscrimination and anti-harassment policy

Foxway Group: Nondiscrimination and anti-harassment policy

Objective

Foxway should have a working environment in which people are treated with respect. Every individual has the right to work in a professional working environment which promotes equal opportunities in employment and prohibits discriminatory practices, including harassment. Foxway expects all relations in the office to be business-type free from explicit prejudice and harassment.

Foxway has adopted this policy to ensure that all of its employees are able to work in an environment free from unlawful harassment, discrimination, and retaliation. Foxway will make every reasonable effort to ensure that all employees are familiar with this policy and know that any complaint that violates this policy will be investigated.

Equal employment opportunity

It is the policy of Foxway to provide equal employment opportunity without discrimination or harassment on the basis of sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, national origin, or any other characteristic protected by law. Foxway prohibits any such discrimination or harassment.

Reporting and retaliation

Foxway encourages reporting any perceived incidents of discrimination or harassment. Foxway will promptly and thoroughly investigate such reports. Foxway prohibits retaliation against any person who reports discrimination or harassment or who participates in an investigation of such reports.

Discrimination, sexual harassment and other forms of harassment

Discrimination, sexual harassment, and all other forms of harassment are strictly prohibited at Foxway. Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Harassment is verbal, written, or physical conduct that denigrates or shows hostility or aversion towards a person because of that person's religion, gender, sexual orientation, gender identity or expression, national origin, age, disability, marital status, citizenship, genetic information, or other characteristic protected by law. Harassment also includes negative stereotyping, threatening, intimidating or hostile acts and written or graphic material that disparages or shows hostility or aversion toward a person or group and that is posted on walls or elsewhere on the Foxway's premises or disseminated in the workplace, or using company equipment by email, telephone (including voice mail), text messaging, through social media or other means.



Policy information

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