

EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

UHP is firmly committed to provide equal employment opportunity to all persons in all aspects of employment, including, but not limited to job offers, hiring decisions, promotions, transfers, resignations, terminations, and discharges. Accordingly, we will continue to:

1. Recruit, hire, train and promote for all job classifications, without regard to race, ancestral origin, color, religion, gender, national origin, age, marital status, arrest and court record, sexual orientation, disability, military service, or other grounds protected under applicable state and federal laws.
2. Provide reasonable accommodations to qualified individuals with disabilities so that they may perform the essential functions of their position, as well as participate in all other practices or benefits of employment.
3. Take affirmative action to employ and advance in employment, minorities, women, qualified individuals and covered veterans.
4. Provide a place of employment and work environment free from any sexual or racial harassment, or harassment of any employee because of their protected class.

It is against UHP's policy for managers or supervisors to retaliate against any employee who reports discrimination or harassment in accordance with this policy, files a charge of discrimination/harassment, or assists with the investigation of a charge. All employees are obligated to adhere to the Company's policy of equal employment opportunity and to treat others in a manner that reflects dignity and respect for all persons.

As a government contractor UHP is required to update and maintain an Affirmative Action Plan (AAP) on an annual basis. The company is also required to make the AAP available to our employees. If you are interested in viewing the narrative portions of the AAP please contact Human Resources to make arrangements.

If at any time you feel an action was taken that did not follow the above policy, please contact Human Resources.