

New York EEO Statement and Non harassment Policy

Equal Employment Opportunity Policy

Advanced Glass Industries, Inc. (the COMPANY) is committed to complying with all federal, state, and local equal employment laws. To that end, the COMPANY is dedicated to maintain a work environment that is free of harassment and discrimination on the basis of age, race, creed, color, national origin (including ancestry), religion, gender or sex, sexual orientation, pregnancy (including childbirth and related medical conditions), alienage or citizenship status (unless required by law), disability, marital status, partnership status, caregiver status, domestic violence victim status, familial status, military status, unemployment status, genetic information (including genetic characteristics), or any other protected status under federal, state or local laws. The COMPANY is dedicated to the fulfillment of this policy with respect to all aspects of employment, including, but not limited to, recruiting, hiring, placement, transfer, training, promotion, compensation, termination, and all other terms, conditions, and privileges of employment.

The COMPANY will conduct a prompt thorough investigation of all allegations of discrimination, harassment, or retaliation, or any violation of the Equal Employment Opportunity Policy in a confidential manner. The COMPANY will take appropriate corrective action, if and where warranted. The COMPANY prohibits retaliation against employees who provide information about, complain about, or assist in the investigation of any complaint of discrimination or violation of the Equal Employment Opportunity Policy.

We are all responsible for upholding this policy. You may discuss questions regarding equal employment opportunity with your manager or supervisor or any other designated member of management.

Policy Against Workplace Harassment

Advanced Glass Industries, Inc. has a strict policy against all types of workplace harassment, including sexual harassment and other forms of workplace harassment based upon an individual's age, race (including traits historically associated with race, including but not limited to, hair texture and protective hairstyles), creed, color, national origin, sexual orientation, military status, sex, disability, genetic predisposition or carrier status, marital status, arrest record, status as a victim of domestic violence, familial status, gender/gender expression, reproductive health decisions, immigration status or any other factor prohibited by law

Sexual Harassment

The COMPANY is committed to maintaining a workplace free from sexual harassment, which is unlawful and subjects the COMPANY to liability. The COMPANY prohibits any form of sexual harassment, and all employees are required to work in a manner that prevents sexual harassment. This policy is one component of the company's commitment to a harassment free and discrimination free work environment.

For additional information on sexual harassment, including how to file a claim, see our Sexual Harassment Policy.