

# FORM.COM NON-DISCRIMINATION POLICY STATEMENT

In accordance with civil rights law, FORM.com does not and shall not discriminate on the basis of race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of partners and clients, and provision of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, subcontractors, partners, and clients.

## Reporting Discrimination

FORM.com encourages reporting of all perceived incidents of discrimination or harassment. It is the policy of FORM.com to promptly and thoroughly investigate such reports. FORM.com prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports. Individuals who believe they have been the victims of conduct prohibited by this policy or believe they have witnessed such conduct should discuss their concerns with their immediate supervisor or human resources.