



# Prohibiting Harassment, Discrimination, and Retaliation

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**GE APPLIANCES**  
*a Haier company*

Corporate  
**Citizenship**



## Prohibiting Harassment, Discrimination, and Retaliation (US)

### ***Introduction***

GE Appliances (“the Company”) is an equal opportunity employer and is committed to fair employment practices. In accordance with applicable law, the Company prohibits harassment and discrimination against employees, applicants for employment, and individuals providing services to GE Appliances based on their race, religion, religious creed, color, national or ethnic origin, ancestry, physical or mental disability, medical condition, genetic information, marital status, sex (including pregnancy), gender (including gender identity and expression), age, sexual orientation, military and veteran status and any other consideration protected by federal, state or local law (“protected characteristics”).

### ***Protection against Harassment and Discrimination***

GE Appliances is committed to providing a work environment free from unlawful harassment and discrimination based on any protected characteristics. As a result, the Company maintains a strict policy prohibiting harassment, including sexual harassment, and discrimination against employees, applicants for employment, and individuals providing services to GE Appliances on any legally-recognized basis, including, but not limited to all of the protected characteristics listed above.

GE Appliances will not tolerate harassment or discrimination of employees by managers, supervisors, co-workers or third parties (for example, those providing services to GE Appliances). Similarly, the Company will not tolerate harassment or discrimination by our employees directed toward non-employees with whom we interact.

Harassment is generally defined as unwelcome verbal, physical, or visual conduct that creates an intimidating, offensive, or hostile working environment, or that interferes with an employee’s work performance, and that is based on a protected characteristic. Examples of harassment include epithets, derogatory comments or slurs based on protected characteristics, assault, derogatory posters, cartoons or emails based on protected characteristics, unwanted sexual advances, and offering employment benefits in exchange for sexual favors. Sexually harassing conduct can be by a person of either the same or opposite sex, and sexual harassment can exist even if the conduct was not motivated by sexual desire. Discrimination is generally defined as making unlawful employment decisions based on protected characteristics.

An employee who engages in unlawful harassment may be personally liable. An employee who violates any provision of this policy may be subject to disciplinary action, up to

and including termination.

### ***Protection against Retaliation***

GE Appliances will not tolerate retaliation against any employee or applicant for making a good faith complaint of discrimination or harassment (either to GE Appliances or to a government agency), opposing such conduct, or for cooperating in such an investigation (either an investigation conducted by GE Appliances or an investigation, proceeding, or hearing conducted by a government enforcement agency or under GE Appliances Alternative Dispute Resolution procedures).

### ***Reporting and Investigating Harassment, Discrimination, or Retaliation***

It is each individual's responsibility to foster a working environment free from harassment, discrimination, and retaliation. Failure to report a concern prevents the Company from having the opportunity to correct the situation.

Any employee who believes that he or she has been harassed, discriminated against, or subjected to retaliation by a co-worker, supervisor, or third party interacting with GE Appliances in violation of these procedures, or who is aware of such behavior against others, should immediately provide a written or verbal report (employees are not required to make a complaint directly to their immediate supervisor).

When a concern is received, the Company will conduct a fair, timely, thorough and objective investigation that provides all parties appropriate due process and reaches reasonable conclusions based on the evidence collected. The Company expects all employees to fully cooperate with any investigation conducted by the Company into a complaint of alleged harassment, discrimination or retaliation, or regarding the alleged violation of any other Company policies. The Company will maintain confidentiality surrounding the investigation to the extent possible consistent with a thorough investigation and to the extent permitted under applicable federal and state law. If the Company determines that this policy has been violated, appropriate remedial action will be taken.

The federal Equal Employment Opportunity Commission (EEOC), and other similar state agencies (for employees in their respective states) will accept and investigate charges of unlawful discrimination or harassment at no charge to the complaining party. Information may be found on the EEOC's website at [www.eeoc.gov](http://www.eeoc.gov), or the relevant state agency's website. See below for other resources.

California	California Department of Fair Employment and Housing <a href="http://www.dfeh.ca.gov">www.dfeh.ca.gov</a> (916) 478-7251
Connecticut	Commission on Human Rights & Opportunities <a href="http://www.ct.gov/chro/site/default.asp">http://www.ct.gov/chro/site/default.asp</a> (860) 541.3400
Illinois	Illinois Department of Human Rights (IDHR) <a href="http://www.illinois.gov/dhr">http://www.illinois.gov/dhr</a> Chicago: 312-814-6200 or 800-662-3942 Springfield: (217) 785-5100 Marion: (618) 993-7463  Illinois Human Rights Commission (IHRC) <a href="http://www.illinois.gov/ihr/">http://www.illinois.gov/ihr/</a> Chicago: 312-814-6269 Springfield: 217-785-4350
Maine	Human Rights Commission <a href="http://www.state.me.us/mhrc/index.shtml">http://www.state.me.us/mhrc/index.shtml</a> #51 State House Station Augusta, ME 04333 (207) 624-6290
Massachusetts	Commission Against Discrimination <a href="http://www.mass.gov/mcad/">http://www.mass.gov/mcad/</a> One Ashburton Place, Suite 601 Boston, MA 02108 (617) 994-6000
Rhode Island	Commission for Human Rights <a href="http://www.richr.ri.gov/">http://www.richr.ri.gov/</a> 180 Westminster Street, 3rd Floor Providence, RI 02903 (401) 222.2661
Vermont	Human Rights Commission <a href="http://hrc.vermont.gov/">http://hrc.vermont.gov/</a> 14-16 Baldwin Street Montpelier, VT 05633 (800) 416-2010