

Equal Employment Opportunity Policy

Employment Standards & Practices

LDP provides equal employment opportunities (EEO) to employees and applicants for employment, without regard to race, color, religion, sex, national origin, age, disability or genetics. In addition to federal law requirements, LDP complies with applicable state and local laws governing non-discrimination in employment in every location in which the company has facilities. This policy applies to all terms and conditions of employment including recruitment, hiring, placement, promotion, termination, layoffs, recall, transfer, leaves of absence, compensation and training.

LDP expressly prohibits Any form of workplace harassment based on race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability or veteran status.

Any discrimination in the workplace based upon membership in any protected classification is illegal and violates LDP policy. Individuals who believe they have experienced or are aware of any violation of this policy should follow the complaint procedures set forth under discrimination and harassment complaints in the LDP Policy Against Sexual and Other Discriminatory Harassment, provided upon hire.

LDP will investigate reported allegations of discrimination and reported violations of this policy as thoroughly, promptly and confidentially as is reasonably possible and will take appropriate corrective action when warranted. LDP will undertake all investigations with due regard to the privacy of all parties involved consistent with a thorough and appropriate investigation.

It is also contrary to LDP policy to discriminate against or take any retaliatory action against an individual because that person has made a complaint under this policy or with a government agency or because that individual has participated in an investigation of someone else's complaint. Retaliation in any form against a complainant who exercises in good faith the right to make a complaint under this policy or against an individual who has participated in an investigation of a discrimination complaint is strictly prohibited and will itself constitute a basis for appropriate disciplinary action.