



## **EEO Policy Statement Protected Veterans**

Caldwell does not discriminate against applicants or team members because of race, color, creed, national origin or ancestry, age (40+), religion, disability, genetic disposition, gender, sexual orientation, gender identity or expression, pregnancy (including childbirth, lactation and related medical conditions), marital status, military status or status as a protected veteran, or any other characteristic or status protected by federal, state, or local law.

Caldwell treats all team members without discrimination in all employment decisions during their employment. Caldwell recruits, hires, trains, and promotes persons in all job titles, and ensures that all other personnel actions are administered, without regard to protected veteran status, and ensures that all employment decisions are based only on valid job requirements.

Caldwell provides applicants and team members who are persons with disabilities and who are disabled veterans with this notice in a form that is accessible and understandable to them, such as providing large print versions of the notice or posting the notice for visual accessibility to persons in wheelchairs.

This policy also provides that team members and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities: (1) Filing a complaint; (2) Assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of VEVRAA or any other federal, state, or local law requiring equal opportunity for protected veterans; (3) Opposing any act or practice made unlawful by VEVRAA or its implementing regulations in this part of any other Federal, state, or local law requiring equal opportunity for protected veterans; or (4) Exercising any other right protected by VEVRAA or its implementing regulations.

The Director of Human Resources has been provided with the resources and authority to carry out this policy. This policy requires management and supervisory team members, as well as all other team members, to cooperate fully with the Director of Human Resources in carrying out this policy in all employment-related activities.

  
K. Ryan Harvey  
Chief Executive Officer

4/7/2025  
Date