

## **VioPixel Equal Employment Opportunity (EEO) Policy**

**Effective Date:** 03/01/2019

### **1. Purpose**

At VioPixel, we believe that diversity fuels creativity, and inclusivity strengthens our team. Our Equal Employment Opportunity (EEO) Policy reflects our commitment to fostering a workplace where everyone—regardless of background—has an equal opportunity to thrive.

### **2. Scope**

This policy applies to all employees, contractors, job applicants, and anyone engaged with VioPixel. It governs hiring, promotions, training, compensation, workplace environment, and all other employment-related decisions.

### **3. Non-Discrimination Commitment**

VioPixel prohibits discrimination, harassment, or retaliation based on:

- Race, color, ethnicity, or national origin
- Gender or sexual orientation
- Age, marital status, or family status
- Religion or creed
- Disability, medical condition, or genetic information
- Military or veteran status
- Any other characteristic protected by law

All employment decisions are based on merit, qualifications, and alignment with VioPixel's values, ensuring a fair and equitable workplace.

### **4. Workplace Inclusivity & Accommodations**

- VioPixel fosters an inclusive culture where all employees feel valued and respected.

- We provide reasonable accommodations for employees with disabilities to ensure equal access to employment opportunities.
- We celebrate diversity and encourage open dialogue to strengthen our team's unity.

## **5. Harassment-Free Workplace**

- VioPixel has zero tolerance for workplace harassment, including verbal, physical, or visual conduct that creates a hostile environment.
- Any employee who experiences or witnesses harassment should report it to HR or leadership immediately.
- All reports will be handled confidentially and investigated thoroughly.

## **6. Reporting & Accountability**

- Employees are encouraged to report any violations of this policy without fear of retaliation.
- Leadership and HR will address concerns promptly and fairly, ensuring appropriate action is taken.
- Retaliation against individuals who report discrimination or harassment will not be tolerated.

## **7. Commitment to Growth & Continuous Improvement**

- We provide ongoing training and education to ensure all employees understand their rights and responsibilities under this policy.
- Our leadership team remains committed to assessing and improving our EEO practices.