



Plumbing
Heating
Air Conditioning
Industrial/Process Piping
Utilities
Sheet Metal

COBB MECHANICAL CONTRACTORS ANTI-HARRASSMENT POLICY

Cobb Mechanical Contractors acknowledges its continuing commitment to a work environment that avoids unlawful discrimination. It prohibits any harassment of its employees by anyone, including any manager, supervisor, co-worker, vendor or visitor.

Harassment involves unwelcome conduct, whether verbal, physical, or visual that targets a person's protected status, such as age, ancestry, citizenship, color, creed, disability, medical condition, based on genetic information, national origin, race, religion, sex, sexual orientation, transgender, marital status or veteran status. Cobb Mechanical Contractors forbids harassment because it may violate the law and disrupts a proper working environment.

Sexual harassment deserves special mention. It involves any one or more of unwelcome sexual advances, requests for sexual favors, or other physical, verbal, or visual conduct of a sexual nature in any one or more of the following circumstances. First, an individual's either stated or implied conditions of employment require his or her submission to such conduct. Second, the reason for an employment decision involves an individual's submission to or rejection of such conduct. Third, such conduct has either the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. Sexual harassment may include any one or more of direct sexual propositions, sexual innuendo, suggestive comments, sexually oriented "kidding" or "teasing," "practical jokes," jokes about gender-specific traits, obscene language or gestures, display of obscene printed or visual material, or physical contact, such as patting, pinching, or brushing against another's body.

All Cobb Mechanical Contractors employees have responsibility for making this policy effective. If you either experience or notice any harassment, you are encouraged to report it to Cobb Mechanical Contractors' Corporate Director of EEO or any other supervisor. Cobb Mechanical Contractors forbids retaliation for reporting harassment, assisting another person in making a harassment complaint, or cooperating in a harassment investigation.

Every harassment complaint will be investigated thoroughly and promptly. If an investigation confirms that harassment has occurred, Cobb Mechanical Contractors will take appropriate corrective action which may involve discipline including, but not limited to, oral counseling, written counseling, suspension and/or termination, dependent on the circumstances of each particular case as determined appropriate by Cobb Mechanical Contractors.