



**Employees / Foremen / Supervisors / Managers**

**EQUAL EMPLOYMENT OPPORTUNITY,  
ANTI-DISCRIMINATION &  
HARRASSMENT FREE WORKPLACE**

**G•UB•MK Constructors is committed to equal employment opportunity and a workplace free from any kind of discrimination, harassment or intimidation of employees.**

**A fair and equitable workplace means that we can enjoy professional and harmonious working relationships. It means being treated equally, regardless of race, gender, sexual orientation, age, religion, disability, color, national or ethnic origin.**

**Harassment can occur when employees create an intimidating, hostile or offensive workplace. This is destructive to our work environment and all individuals concerned.**

**We will not tolerate unwelcome sexual advances, abusive language, physical violence or the threat of physical violence at G•UB•MK Constructors. Such conduct is not acceptable and may result in reassignment and/or termination of employment.**

**It is the responsibility of EVERY G•UB•MK Constructors employee, foreman, supervisor and manager to ensure the above policy is implemented to its fullest and that a working environment free of harassment, intimidation and coercion is maintained.**