



## **Equal Employment Opportunity and Affirmative Action Commitment (Revised: 10/29/2009)**

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<b>Overview</b>	Huron endorses equal employment opportunity and affirmative action principles and has established policies and practices that support these values and principles as an integral component of our culture.
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<b>Eligibility</b>	All employees.
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<b>Equal Opportunity</b>	<p>The Company is fully committed to providing equal employment opportunity in recruitment, employment, compensation, benefits, promotions, transfers, education and all other terms of employment. Huron will not discriminate on the basis of age, race, color, gender, marital status, sexual orientation, gender identity, pregnancy, national origin, religion, Vietnam era or veteran status, medical condition, genetic information, FMLA status, physical or mental disability, creed, citizen status or any other status protected by federal, state or local law.</p>
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<b>Reasonable Accommodations</b>	<p>It should also be noted that for qualified individuals with known disabilities, as defined by the Americans with Disabilities Act (ADA), the Company will make reasonable accommodations in all aspects of employment, unless doing so would result in an undue hardship.</p> <p>This governs all aspects of employment, including selection, job assignment, compensation, promotions, transfers, and access to benefits and training.</p> <p>Any applicant or employee who requires an accommodation in order to perform the essential functions of the job should contact the Human Resources Department and request such an accommodation. The individual with the disability should specify in writing what accommodation he or she needs to perform the job. The Company will conduct an investigation to identify the barriers that make it difficult for the applicant or employee to have an equal opportunity to perform his or her job. The Company will then identify possible accommodations, if any, that will help to eliminate the limitation or barrier. If the accommodation is reasonable and will not impose undue hardship on the Company and/or a direct threat to the health and/or safety of the individual or others, the Company will make the accommodation. The Company may also propose an alternative accommodation(s).</p>
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Huron will also make reasonable accommodations for conditions related to pregnancy, childbirth or related medical conditions, if requested with the advice of the employee's health care provider, as required by law.

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### **Commitment to Affirmative Action & a Diverse Workforce**

To help us reach our equal employment opportunity objectives, Huron fully supports the affirmative action objectives of the Company. Huron is committed to equal employment opportunity and a diverse workforce not merely because it is our legal obligation, but because of our firm conviction that diversity makes good business sense. Through these objectives the Company strives to achieve a diverse workforce that reflects the communities we serve at all levels of the organization. The commitment to diversity is also characterized by an inclusive culture where we value each employee's contributions and strive to develop the talents of all employees. The development of a diverse workforce enables us to draw upon a wide spectrum of ideas for achieving and exceeding our common goals.

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### **Complaints**

Management is responsible for equal employment opportunities and commitment to affirmative action in their areas of authority. Employees who believe that they have been treated differently because of any factor unrelated to professional ability and accomplishment are encouraged to contact their supervisor or Human Resources immediately. All complaints of discrimination will be taken seriously and investigated promptly. Employees can raise concerns and make reports without fear of reprisal.

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### **Violation of Policy**

Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.

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### **Related Policies**

Harassment and Discrimination

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The full Affirmative Action Plan (AAP) for Disabled Veterans, Veterans of the Vietnam Era and Handicapped Workers shall be available for inspection to any employee during business hours (9am to 5:00pm, Monday through Friday) at Huron's corporate headquarters in Chicago.

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