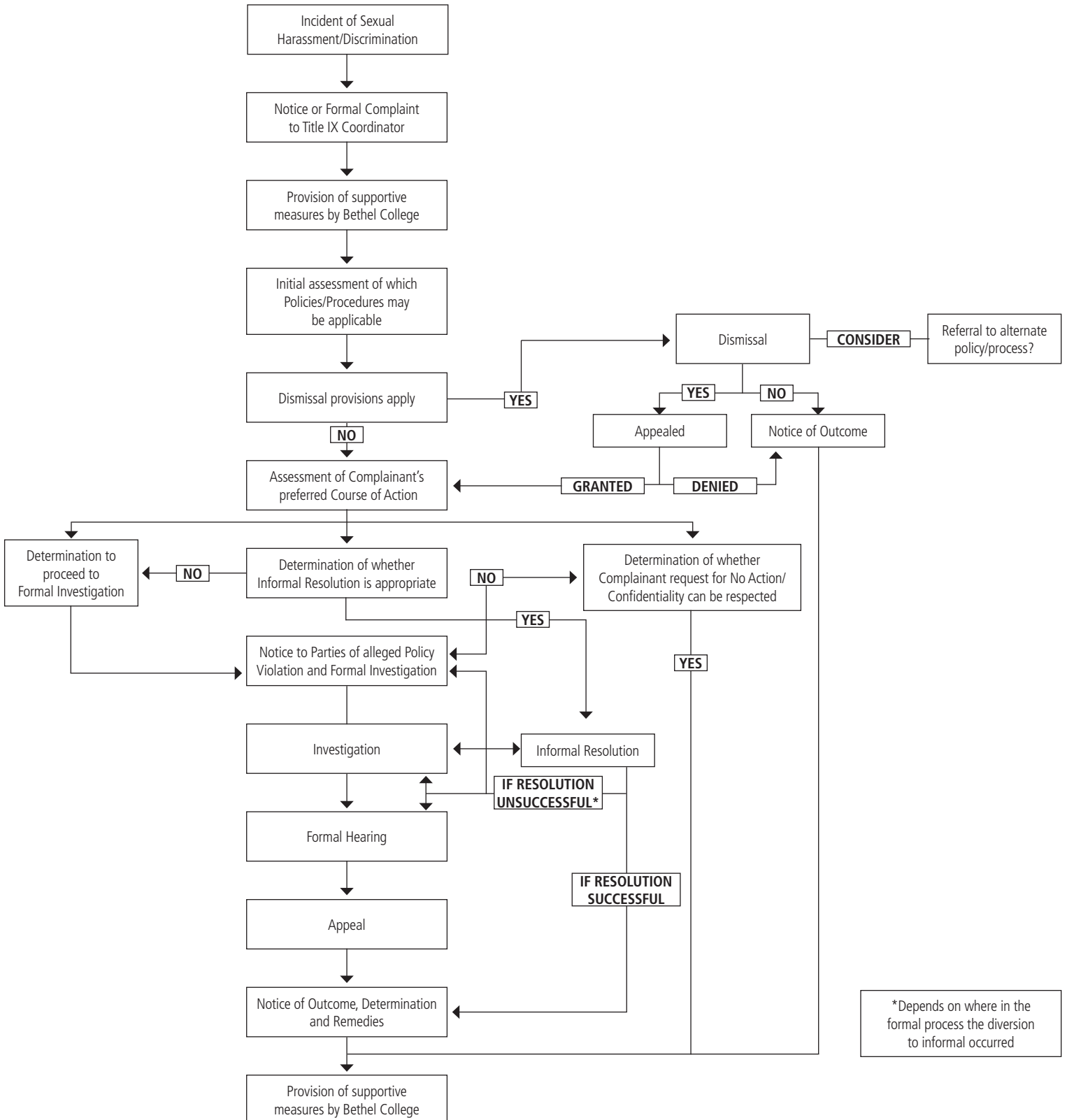


Equal Opportunity, Harassment, & Non-Discrimination Policy and Procedures Overview



*Depends on where in the formal process the diversion to informal occurred