

THIRD PARTY DISCRIMINATION & THIRD PARTY SEXUAL HARASSMENT GUIDELINES

It is the policy of this Company that no customer, vendor, independent contractor or other individual will be discriminated against based upon their race, religion, creed, color, sex, sexual orientation, age, national origin, disability, or other protected class or characteristic established under applicable federal, state or local statute or ordinance. Further, the Company will not tolerate any form of sexual harassment by or against any employee, customer, vendor, independent contractor or other individual with whom our employees come into contact in connection with their employment with this Company. Sexual harassment refers to unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature that are personally offensive or interfere with our work effectiveness.

All individuals will be treated equally in receiving services and no one shall be refused service on the basis of their race, religion, creed, color, sex, sexual orientation, age, national origin, disability, or other protected class or characteristic established under applicable federal, state, or local statute or ordinance.

This Company will not condone, permit nor tolerate discrimination or sexual harassment as described above. Persons who engage in such discrimination or sexual harassment will be subject to appropriate discipline up to and including termination of his/her employment.

A written Third Party Discrimination and Third Party Sexual Harassment Guideline is a requirement for Third Party Discrimination and Sexual Harassment coverage with United States Liability Insurance Group. This sample policy is provided by the United States Liability Insurance Group solely as a convenience for its Insureds. An Insured considering the adoption, formulation or revision of this or any other Third Party Discrimination or Third Party Sexual Harassment Guideline should consult with an attorney or other expert in the field. The United States Liability Insurance Group does not make any representations concerning the legality or propriety of any sample Third Party Discrimination or Third Party Sexual Harassment Guideline.