



**SUBJECT: EQUAL EMPLOYMENT OPPORTUNITY AND
AFFIRMATIVE ACTION, ANTI-HARRASSMENT AND
NON-RETALIATION**

Number: HR-01
Date: 5/16
Supersedes: 1/16

Policy

Harris is a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("VEVRAA") and Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"). Harris is committed to equal employment opportunity, and it is Harris' policy to take affirmative action to employ and advance in employment minorities, females, protected veterans and individuals with disabilities. This policy applies to employment practices including, but not limited to, advertising, recruiting, hiring, promotion, layoff or termination, rates of pay or other forms of compensation, and selection for training opportunities without regard to race, color, religion, age, national origin, ancestry, ethnicity, gender, gender identity, gender expression, sexual orientation, marital status, veteran status, military status, disability, genetic information, citizenship status, or membership in any other group protected by federal, state or local law.

Harris provides reasonable accommodation for the known physical or mental limitations of otherwise-qualified employees or applicants (unless doing so would impose an undue hardship in the company). Harris also engages in a program of outreach and seeks to recruit individuals with disabilities and protected veterans who are qualified to perform work at Harris. Harris invites persons who consider themselves to be disabled or covered by the VEVRAA and/or Section 503, and who would like to have that information included in their employment record to voluntarily inform the company of their disability and/or eligible veteran military service.

Harris, its Chariman, President and Chief Executive Officer and entire executive team are committed to ensuring that the company's employment decisions are based solely on valid job requirements. In addition, the company will ensure that employees and applicants are not subjected to harassment, intimidation, threats, coercion or discrimination because they engage or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing or any other activity related to the administration of Section 503, VEVRAA, or any other federal, state or local law requiring equal opportunity (3) opposing any act or practice made unlawful by Section 503, VEVRAA, or any other federal, state or local law requiring equal opportunity; or (4) exercising any other right protected by Section 503, VEVRAA, or their implementing regulations.

Harris' affirmative action programs contain an audit and reporting system which enables measurement of the effectiveness of the programs, indicates any need for remedial action, determines the degree to which objectives have been attained, determines whether protected veterans and individuals with disabilities have the opportunity to participate in company-sponsored activities, measures compliance with the program's specific obligations, and documents the actions taken to comply with these obligations.

Harris' employees and applicants may review the nonconfidential portions of the affirmative action plans during regular business hours. Requests should be submitted to Human Resources and a mutually convenient time to review the affirmative action plan will be arranged.