

CGI FEDERAL ANTI-HARASSMENT AND ANTI-DISCRIMINATION POLICY

CGI Federal strives to provide a work environment free of discrimination and harassment. CGI Federal therefore prohibits harassment on the basis of race, ethnicity, ancestry, color, sex, religion, creed, age, national origin, citizenship status, disability, pregnancy, medical condition, military and veteran status, marital status, familial status, political affiliation, genetic information, height, weight, or any other legally protected status or characteristics. CGI Federal's commitment to a harassment-free work environment bars not only harassment by employees but also harassment by third parties with whom CGI Federal employees encounter on the job such as customers, independent contractors, or vendors. CGI Federal will terminate its relationship with consultants, contractors, or vendors who harass CGI Federal employees. Behavior prohibited by this policy includes any physical, verbal, or written (including social media) conduct that creates an intimidating, hostile, or offensive working environment.

Harassment can take many forms. Examples of impermissible harassment include, but are not limited to:

- making fun of another's religious beliefs
- using racially biased epithets
- engaging in derogatory stereotypes related to a person's sex
- circulating demeaning or degrading jokes or cartoons via CGI Federal's email system
- making derogatory statements based on someone's traditional ethnic hairstyle
- making negative assumptions of an individual based on political party affiliation
- using social media to post offensive statements regarding individuals
- referring to foreign nationals using derogatory stereotypes

Sexual harassment also is illegal and contrary to CGI Federal policy. CGI Federal prohibits any employee, customer, vendor, or independent contractor from making unwelcome and unsolicited sexual advances or requests for sexual favors or engaging in other verbal or physical conduct of a sexual nature when submission to such conduct is to create influence over another person or is explicitly conditioned, or when any such conduct or other gender-based behavior creates an intimidating, hostile, or offensive working environment. CGI Federal also prohibits any employee, consultant, contractor, or vendor from engaging in sexual misconduct, which means any behavior of a sexual nature which also involves coercion, abuse of authority, or misuse of an individual's employment position.

Examples of sexual harassment conduct prohibited by CGI Federal include, but are not limited to:

- pressuring an employee to submit to sexual demands as a condition of continued employment or promising job benefits in return for sexual favors
- unwelcome physical touching of a CGI Federal employee
- stalking, following, or blocking an individual's path
- accessing pornographic internet sites using CGI Federal systems
- displaying sexually explicit materials at CGI Federal workplace
- discussing one's sexual activities or inquiring into those of another in the workplace
- sending sexually suggestive communications such as emails, text messages, instant messages, notes, etc.
- leering, whistling, or making suggestive or insulting gestures, comments, jokes, or asking suggestive or insulting questions

Individuals shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in any of the following activities:

- filing a complaint
- assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of the affirmative action provisions of Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"), or the Vietnam Era Veterans' Readjustment Act of 1974, as amended ("VEVRAA"), or any other Federal, state, or local law requiring equal opportunity for qualified protected veterans or individuals with disabilities
- opposing any act made unlawful by Section 503, VEVRAA, their implementing regulations, or any other Federal, state, or local law requiring equal opportunity for individuals with disabilities or protected veterans
- exercising any other right under Section 503, VEVRAA, or their implementing regulations.