

Prohibition Against Discrimination on the Basis of Reproductive Health Decision Making

The Company, and its employees, are prohibited from accessing an employee's personal information regarding the employee's or the employee's dependent's reproductive health decision making, including but not limited to, the decision to use or access a particular drug, device or medical service without the employee's prior informed affirmative written consent. The Company will neither discriminate nor take any retaliatory personnel action against an employee because of, or on the basis of, the employee's or dependent's reproductive health decision making, and will not require an employee to sign a waiver or other document denying the right to make their own reproductive health care decisions.

An employee may bring a civil action for a violation of this policy and a court may award damages, afford injunctive relief, order reinstatement, and/or award liquidated damages. An employee is protected from retaliation for exercising any rights granted under this policy and retaliation may subject the Company to separate civil penalties.