

## **EQUAL EMPLOYMENT OPPORTUNITY POLICY**

Abby Vans Inc. is an equal opportunity employer. No otherwise qualified person shall be excluded from employment, be denied the benefits of employment or otherwise be subject to discrimination in employment in any manner on the basis of age (40 years or older), race, religion, color, sex (including pregnancy and sexual harassment), childbirth, national origin or ancestry, disability or association with a person with a disability, arrest or conviction record, sexual orientation, marital status, political belief or affiliation, military participation, income level or source of income, less than honorable discharge, physical appearance, student status, use or non use of lawful products off the employer's premises during non-working hours, honesty testing, or genetic testing. Abby Vans is open to discuss reasonable accommodations due to a disability or religious need consistent with federal and state law. Applicants or employees requiring such accommodations are encouraged to contact their manager.