

# Discriminatory Remarks

By signing this document you are stating that you understand that any derogatory or discriminatory remarks, meant to be humorous or otherwise, as mentioned in Personnel policies, sections Derogatory Remarks & Sexual Harassment and Prohibited Conduct will not be tolerated and will be dealt with harshly and severely.

Management does not nor will it overlook or permit racial discrimination or derogatory behaviors. The work environment is not a place for derogatory remarks concerning gender, sexual preferences, race, etc.

J & E supply & Fastener is an Equal Opportunity Employer that does not and will not discriminate towards age, race, color, sexual preference, religion, gender, etc. If remarks, jokes or slurs of this nature are heard, it is your duty to bring it to management's attention immediately and corrective actions will be taken.

Name: \_\_\_\_\_ Date: \_\_\_\_\_