

EEO, Discrimination and Harassment Policies

The Company and its business units are committed to a policy of Equal Employment Opportunity. Discrimination or harassment based upon race, color, religion, sex, age, national origin, disability, pregnancy (including childbirth or a related medical condition), sexual orientation, gender identity, veteran's status, genetic information, or any other characteristic protected by applicable federal, state or local law is strictly forbidden. This commitment guides our daily operations and is clearly stated in Lincoln's Equal Employment Opportunity Policy Statement.

The following behaviors, communications, etc. are inappropriate and prohibited regardless of whether they are protected by any federal, state or local statute:

- Derogatory comments about an individual's membership in or affiliation with any protected group;
- visual displays including signs, cartoons, pictures, and computer printouts which are degrading to or reflect negatively upon any protected group;
- vocal commentary such as jokes, comments, stories, speeches or derogatory statements which stereotype, demean, or make fun of any protected group;
- slurs used to describe a protected group;
- nicknames or other offensive references relating to a person's membership in any protected group;
- verbal or nonverbal innuendo which relates to or reflects negatively upon any protected group;
- symbols which suggest the inferiority of any protected group;
- threats or hostile behavior directed at an Employee because of their membership in any protected group;
- stereotypic slurs about a protected group; and
- any other inappropriate behavior regarding or directed towards any protected group.

This listing of prohibitions is not exclusive and they apply to all forms of communication no matter what the media, or medium, including email, voice mail, and Internet communications and searches. They apply to the workplace itself and to any work-related settings such as meetings at customer work sites, business trips or business-related social functions.

It is every Employee's responsibility to report any incidents of harassment or discrimination.

Indefensible Stance

Prohibited behavior will not be tolerated or condoned at any time, under any circumstance, or in any situation. To state there was no bad intent, it was only a joke, it was done to curry favor, or was not directed toward an individual is indefensible.

Sanctions for violations of the Company's Equal Employment Opportunity Policy

Any Officer, Manager, Supervisor, Employee, Agent or Non-Employee who, after appropriate investigation, has been found to have unlawfully discriminated against, harassed or retaliated against another person will be subject to appropriate disciplinary or corrective actions, up to and including termination of their employment or other relationship with our Company.

Even if conduct does not constitute discrimination, harassment, or retaliation in the legal sense, an Officer, Manager, Supervisor, Employee, Agent or Non-Employee who engages in inappropriate behavior inconsistent with this policy will be subject to appropriate disciplinary or corrective action, up to and including termination of their employment or other relationship with our Company.

For more information, refer to the following:

- [LFG's Equal Employment Opportunity Policy Statement](#)
- [Sexual and Other Types of Harassment](#)
- [Americans With Disabilities Act](#)
- [Reporting Discrimination and Harassment](#)