

THE INTERNATIONAL BROTHERHOOD OF BOILERMAKERS
IRON SHIP BUILDERS, BLACKSMITHS, FORGERS AND HELPERS



ANTI-DISCRIMINATION AND ANTI-HARASSMENT POLICY

NOTICE TO ALL OFFICERS, STAFF AND EMPLOYEES:

The International Brotherhood of Boilermakers Iron Ship Builders, Blacksmiths, Forgers and Helpers (“IBB”) Anti-Discrimination and Anti-Harassment Policy (“Policy”) strictly prohibits discrimination and harassment of any kind and sets forth a complaint procedure for individuals who believe that they have been subjected to or witnessed discriminatory or harassing conduct and shall be strictly enforced. All current and future IBB Officers, Staff, and full-time or part-time Employee(s) shall be provided a copy of the Policy and will be required to sign the “Acknowledgment and Agreement to Be Bound” page attached to this Policy. Each original signed Acknowledgment shall be kept in the appropriate International President’s Office (IPO) personnel file and a copy of the signed Acknowledgment shall be provided to each applicable individual. Each time a new Officer is installed (if they have not previously signed an Acknowledgment), or a new Staff or Employee hired, they shall be required to read the Policy and sign the Acknowledgment.

The Policy shall be posted in all IBB offices in a location where employee notices are normally posted. If any office does not have a location in which employee notices are normally posted, at least one shall be created for purposes of posting this Policy. A copy of the Policy shall also be posted on IBB's website. The Policy shall not be removed from a location where it is posted without instructions from an authorized representative of the International President.

All IBB Officers, Staff, and other Employees are encouraged to review the Policy and submit any questions to the Director of Human Resources or the Administrative Assistant to the International President. In addition to utilizing the complaint procedures set forth in the Policy, all IBB Officers, Staff, and other Employees also have the right to file a complaint with the Equal Employment Opportunity Commission ("EEOC") and/or an applicable State Fair Employment Practices Agency. To obtain the contact information for the EEOC or State Fair Employment Practices Agencies, please see attached Appendix A.

ANTI-DISCRIMINATION & HARASSMENT POLICY

I. To Whom This Policy Applies

A. IBB Officers, Staff, Employees, Applicants, Vendors and Contractors

The IBB is committed to maintaining a work environment that is free from discrimination and harassment of any type. In keeping with this commitment, the IBB prohibits and will not tolerate discrimination against or harassment of IBB Officers, Staff, Employees, Applicants for Employment, Vendors, or Contractors. This policy shall prohibit discriminatory and harassing conduct by any and all persons associated with the IBB, including the people listed in the preceding sentence, on the basis of race, color, religion, creed, national origin, ancestry, sex, pregnancy (including breastfeeding), childbirth and related medical conditions, gender, sexual orientation, age, disability, medical condition, citizenship, genetic information, marital and familial status, past, current or prospective service in the uniformed services or any other characteristic protected under applicable federal, state, or local law. This policy shall also prohibit discrimination or harassment against individuals who are perceived to have any of these characteristics or who associate with a person who has or is perceived to have any of these characteristics. Such prohibition shall also extend to any and all IBB-related functions and activities which occur outside the traditional office work environment, including but not limited to conventions, conferences, and social functions.

B. IBB Members

IBB members are also covered by this Policy under certain circumstances. While recognizing that IBB cannot control the conduct of members on job sites of signatory contractors or owners, IBB members are also protected from any discrimination and harassment, as described above, in any IBB office, including but not limited to the ones described above. IBB members are

also protected from any discrimination and harassment, as described above, while attending any and all IBB-related functions and activities which occur outside the traditional office work environment, including but not limited to conventions, conferences, and social functions.

While recognizing that IBB cannot control the conduct of members on job sites of signatory contractors or owners, IBB prohibits any and all discrimination and harassment on job sites, consistent with any duty of fair representation. It is expressly understood that IBB does not control the conduct of any Job Steward. However, any member who believes they have been the victim of or witness to discrimination on a job site should contact their Job Steward, and the Job Steward is encouraged to assist the member to the extent consistent with any duty of fair representation.

It is also the Policy of IBB that Officers, Staff and Employees shall cooperate as requested in any investigation by a contractor or owner into alleged discrimination or harassment, consistent with any duty of fair representation. Recognizing that the IBB does not control the day-to-day conduct of its Subordinate Lodges, IBB encourages its Subordinate Lodges to aid any grievant in processing grievances alleging discrimination or harassment, consistent with its duty of fair representation.

II. Definition of Discrimination

Discrimination is adverse treatment of any individual based on the protected class or category of persons to whom they belong, rather than on the basis of their individual merit with respect to the terms, conditions, or privileges of employment, including but not limited to hiring, promotion, discipline, scheduling, training, compensation, benefits or termination of employment. It is not possible to list all the circumstances that may constitute discrimination which are in violation of this Policy. Discrimination may take many forms, including oral and other forms of verbal and nonverbal behaviors. Prohibited discrimination may include, but is not limited to, the

following: (1) Making decisions based on stereotypes or assumptions about the abilities, traits, or performance of any person based on that person's membership in a protected class; or (2) Denying opportunities to any person because their association with another person who is a member of a protected class.

III. Types of Harassment

A. Discriminatory Harassment

Discriminatory harassment is verbal or physical conduct that denigrates or shows hostility toward an individual because of their race, color, sex (including pregnancy and breastfeeding), national origin, religion, age, disability, genetic information or because of their opposition to discrimination or their participation in the discrimination complaint process. In general, harassment is against the law when it creates an intimidating, hostile, or offensive working environment, or when it interferes with an individual's work performance. Examples of discriminatory harassment include, but are not limited to:

1. Oral and verbal communication (for example, epithets, derogatory statements, slurs, derogatory comments, or jokes);
2. Physical (for example, assault or inappropriate physical contact);
3. Visual (for example, displaying derogatory posters, cartoons, or drawings, or making derogatory gestures);
4. Online (for example, derogatory statements or postings in email or any social media platform including Facebook, Twitter, Instagram, Snapchat, etc.).

This list is intended to be illustrative and is not exhaustive.

B. Sexual Harassment

Sexual harassment is any harassment based on a person's gender, gender identity, or gender preference. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when:

1. Submission to the conduct is an explicit or implicit term or condition of obtaining or retaining employment, or is otherwise represented as a term or condition of employment;
2. Submission to or rejection of the conduct is used as a basis for an employment decision, such as eligibility for a raise or promotion; or
3. The conduct has the purpose or effect of substantially or unreasonably interfering with an individual's work performance by creating an intimidating, hostile or offensive work environment.

Sexual harassment may come in many forms including, but not limited to:

1. Oral and verbal communication (for example, epithets, derogatory statements, slurs, sexually related comments or jokes, unwelcome sexual advances, or requests for sexual favors);
2. Physical (for example, assault or inappropriate physical contact);
3. Visual (for example, naked photographs, displaying sexually suggestive posters, cartoons, or drawings, sending inappropriate adult-themed gifts, leering or making sexual gestures);
4. Online (for example, naked photographs, derogatory statements or sexually suggestive postings in email, text messaging or any social media platform including Facebook, Twitter, Instagram, Snapchat, etc.).

This list is intended to be illustrative and is not exhaustive.

C. Other Types of Harassment

Other annoying, threatening and intimidating behaviors that places a person in fear of their safety are also strictly prohibited.

IV. Complaint Procedure

A. Filing a Complaint

The IBB cannot effectively prevent or remedy acts of discrimination or harassment without knowledge of their occurrence. If an Officer, staff member or employee feels that they have experienced or witnessed such discrimination or harassment, they should immediately report such conduct through the Complaint Procedure described in Article IV of this Policy. The IBB strongly encourages anyone who believes that they have suffered or witnessed discrimination or harassment to report such discrimination or harassment as soon as possible *before* it becomes severe or pervasive.

Complaints of discrimination or harassment should be submitted in writing to the Director of Human Resources located at 12200 North Ambassador Drive, Ste 301, Kansas City, MO 64163. If the Director of Human Resources is alleged as someone involved in or witnessing the conduct, then the aggrieved is to remit to the Administrative Assistant to the International President located at 12200 North Ambassador Drive, Ste 303, Kansas City, MO 64163. Such complaints may be hand-delivered or mailed in an envelope marked "Personal." Individuals who believe they have been subjected to or witnessed discrimination or harassment by the International President, International Secretary-Treasurer, and/or an International Vice President should submit their allegations in writing in an envelope marked "Personal" to the Director of Human Resources.

All such complaints should include the following information:

1. The person's name, address, and both home phone number and cell phone number. If they do not have a home or cell phone number, so state. If a person witnesses inappropriate behavior, they should include the name of the alleged victim(s) and any address, telephone number and email address they have for the alleged victim(s);
2. The identity of the alleged offender(s);
3. The behavior that is believed to constitute discrimination or harassment, including the date(s), location(s), and the presence of any witnesses; and
4. Any other information the complainant believes to be relevant or important.

B. Investigation of the Complaint

Upon receipt of the complaint of discrimination or harassment, the individual who receives the complaint shall contact and promptly forward a copy of the complaint to the International President. In cases involving alleged discrimination or harassment by the International President, the Director of Human Resources will forward such complaints to the remaining members of the International Executive Council (IEC) who are not alleged to have involvement in the alleged discrimination or harassment.

An individual or a committee shall be appointed by the International President, or if they are alleged as someone involved in or witnessing the conduct, by the remainder of the International Executive Council (IEC), to conduct a prompt, thorough, and impartial investigation of the complaint and recommend remedial action, if warranted and available under the circumstances. In no event shall the appointed investigator(s) include the alleged offender(s) or alleged victim(s), nor shall the appointed investigator(s) be related to the alleged offender(s) or alleged victim(s) by blood or by marriage. The investigation will include, but will not necessarily be limited to,

interviews with the complainant and/or victim(s), offender(s), and witnesses. All IBB Officers, Staff, and Employees must allow themselves to be interviewed if requested. Lack of cooperation in the investigation, hindering the investigation in any way, or providing false statements to the interviewer may be grounds for disciplinary action, including and up to termination.

Upon completion of the investigation, the investigator(s) shall issue findings and recommended remedial action, when deemed appropriate.

C. Determinations of Investigations

Upon completion of the investigation, the appointed investigator(s) shall submit findings and recommended remedial action, if any, as follows:

1. When the International President is not alleged as an offender or witness.

The International President (or uninvolved designee) shall review the investigator(s)' finding(s) and any recommendation(s) (with the aid of legal counsel if so desired). The International President (or uninvolved designee) shall make a determination as to whether discrimination or harassment has occurred and report their findings to the IEC.

2. When the International President is alleged as an offender or witness.

The remainder of the IEC (or uninvolved designee) shall review the investigator(s)' finding(s) and any recommendation(s) (with the aid of legal counsel if so desired). No member of the IEC who is alleged to have participated in or witnessed the alleged conduct, shall participate in any way in this process, and the remainder of the IEC shall proceed. The remaining IEC (or uninvolved designee) shall make a determination as to whether discrimination or harassment has occurred.

3. If a determination is made that discrimination or harassment has occurred.

The party making the determination pursuant to this Policy shall, if appropriate under the circumstances, take any action it believes is available and appropriate to correct such discrimination or harassment and to prevent its reoccurrence, including actions that may differ from the investigator(s)' recommendations. The complainant shall be informed in writing of the determination and the remedial action(s) taken. A copy of this written determination shall be placed in the offender(s)' personnel file(s).

If the party making the determination pursuant to this Policy determines that it is not the appropriate entity to remedy the discrimination or harassment found, the result of the investigation shall be reduced to writing and the complainant and alleged offender shall be informed by copy of said writing. A copy of this writing shall be placed in the offender(s)' personnel file.

4. If a determination is made that no discrimination or harassment has occurred.

If the party making the determination pursuant to this policy concludes that neither discrimination nor harassment has occurred, the results of the investigation shall be reduced to writing and the complainant and alleged offender(s) shall be informed by a copy of said writing. A copy of the writing shall be placed in an investigatory file, not a personnel file, and the investigatory file shall be closed, and no notation shall be made in any party's personnel file.

D. Appeal.

1. If a majority of the IEC, or subset thereof, makes a written determination, its determination shall be final and binding and there shall be no appeal.

2. If a complainant or an alleged offender feels that the International President's determinations and/or corrective actions are incorrect, inappropriate, or otherwise not satisfactory or sufficient, he or she may appeal such determination and/or action at the next meeting of the International Executive Council, by filing a written "Appeal" addressed to the International

Executive Council (12200 North Ambassador Drive, Ste 303, Kansas City, MO 64163). An “Appeal” must be received within 30 days of the written determination as set forth in Article IV(C) of this Policy. Please review Article IV(A) of this Policy for purposes of confirming the correct address for sending the Appeal.

The uninterested members of the IEC shall issue a written decision, which shall be final and binding and there shall be no appeal.

E. Use of Outside Parties

Nothing in this Policy shall be interpreted to mean that the putative victims of discrimination and/or harassment are prevented from exercising any of their legal rights to file charges or suit with appropriate local or state agencies, the Equal Employment Opportunity Commission and/or the appropriate court. Nothing in this Policy will be interpreted to toll any statute of limitations for filing charges before an appropriate agency or filing suit in an appropriate court. The appropriate agency and/or appropriate court shall give the most deference to the decision of the International President and/or IEC as permitted under the laws that exist at the time the alleged conduct occurred.

The parties agree that should suit be filed for breach of this policy, that the court with sole and exclusive jurisdiction to make substantive findings regarding breach of this policy, is the United States District Court for the District of Kansas. The parties specifically agree that jurisdiction and venue is appropriate only in the United States District Court of Kansas. The parties further agree Kansas conflict of law or choice of law principles shall not be applied by the District Court of Kansas to determine jurisdiction. Regardless of Kansas conflict of law or choice of law principles, the parties hereby stipulate and agree that any suits brought for breach of this policy can only be brought in the United States District Court for the District of Kansas.

F. Confidentiality & Prohibition against Retaliation

All complaints and testimony provided by individuals during the course of an investigation into allegations of discrimination or harassment shall be kept as confidential as possible and shall be held in a file separate from other personnel files.

It should be noted, however, that the identity of the complainant is usually revealed to the alleged offender and witnesses during the course of an investigation into alleged discrimination or harassment. Nonetheless, retaliation against any individual for bringing a discrimination or harassment complaint or assisting in the investigation of such a complaint is strictly prohibited. Any individual who believes that they are a victim of or have knowledge of such retaliation should report such conduct through this Complaint Procedure. Such a complaint shall be investigated and addressed in the same manner as a discrimination or harassment complaint.

Adopted and effective July 24, 2024

EEOC & STATE FAIR EMPLOYMENT PRACTICES AGENCIES

U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov. **Alabama:** N/A; **Alaska:** Alaska State Commission for Human Rights, 800 "A" Street, Suite 204, Anchorage, AK 99501, Tel (Anchorage Area): (907) 274-4692, Toll-Free Complaint Hot Line (in state only): (800) 478-4692, Website: humanrights.alaska.gov; **Arizona:** Office of the Attorney General Civil Rights Division, Phoenix: 2005 N Central Ave, Phoenix, AZ 85004-2926, Tel: (602) 542-5263, TDD: (602) 542-5002, Toll Free: (877) 491-5742, TDD Toll Free: (877) 624-8090, Fax: (602) 542-8885; Tucson: 400 West Congress, South Building, Suite 315, Tucson, AZ 85701-1367, Tel: (520) 628-6500, TDD: (520) 628-6872, Toll Free: (877) 491-5740, TDD Toll Free: (877) 881-7552, Fax: (520) 628-6765; Email: AGInfo@azag.gov, Website: www.azag.gov/complaints/civil-rights; **Arkansas:** N/A; **California:** California Department of Fair Employment and Housing, 2218 Kausen Drive, Suite 100, Elk Grove, CA 95758, Tel: (800) 884-1684, TDD: (800) 700-2320, Website: www.dfeh.ca.gov, Email: contact.center@dfeh.ca.gov; **Colorado:** Colorado Civil Rights Division, 1560 Broadway Suite 1050, Denver, CO 80202, Tel: (303) 894-2997, Toll Free: 800-262-4845, Hotline Español: 720-432-4294, Email: DORA_CCRD@state.co.us, Website: www.colorado.gov/pacific/dora/node/91536; **Connecticut:** Connecticut Commission on Human Rights and Opportunities, Capitol Region Office: 450 Columbus Boulevard, Hartford, CT 06103-1835, Tel: (860) 566-7710, TDD: (860) 566-7710, Fax: (860) 566-1997, Email: CHRO.Capitol@ct.gov; Eastern Region Office: 100 Broadway, Norwich, CT 06360, Tel: (860) 886-5703, TDD: 886-5707, Fax: (860) 886-2550, Email: CHRO.Eastern@ct.gov; West Central Region Office: Rowland State Government Center, 55 West Main Street, Suite 210, Waterbury, CT 06702-2004, Tel: (203) 805-6530, TDD: (203) 805-6579, Fax: (203) 805-6559, Email: CHRO.WestCentral@ct.gov; Southwest Region Office: 350 Fairfield Avenue, 6th Floor, Bridgeport, CT 06604, Tel: (203) 579-6246, TDD: (203) 579-6246, Fax: (203) 579-6950; Website: www.ct.gov/chro; **Delaware:** Delaware Department of Labor Office of Anti-Discrimination, New Castle County: 4425 N. Market Street, 3rd Fl., Wilmington, DE 19802, Tel: (302) 761-8200; Kent/Sussex Counties: Blue Hen Corporate Center 655 S. Bay Road, Suite 2H Dover, DE 19901, Tel: (302) 422-1134; Website: dia.delawareworks.com/discrimination; **District of Columbia:** District of Columbia, Office of Human Rights, 441 4th Street NW, Suite 570N, Washington DC, 20001, Tel: (202) 727-4559, TTY: 711, Fax: (202) 727-9589, Email: ohr.intake@dc.gov, Website: ohr.dc.gov; **Florida:** Florida Commission on Human Relations, 4075 Esplanade Way, Suite 110, Tallahassee, FL 32399-7020, Tel: (850) 488-7082, Fax: (850) 487-1007, E-Mail: fchrfinfo@fchr.myflorida.com, Website: fchr.myflorida.com/employment; **Georgia:** N/A; **Hawaii:** Hawaii Civil Rights Commission, 830 Punchbowl St. Room 411, Honolulu, HI 96813, Tel: (808) 586-8636, TDD/TTY: (808) 586-8692, Fax: (808) 586-8655, Neighbor Islands, call toll free: Kaua'i: (808) 274-3141, Ext. 6-8636#, Maui: (808) 984-2400, Ext 6-8636#, Hawaii: (808) 974-4000, Ext. 6-8636#, Lana'I & Moloka'i: 1-800-468-4644, Ext. 6-8636#, Email: DLIR.HCRC.INFOR@hawaii.gov, Website: labor.hawaii.gov/hcrc; **Idaho:** Idaho Commission on Human Rights, 317 West Main Street, Boise, ID 83735-0660, Tel: (208) 334-2873, Fax: (208) 334-2664, Toll Free: (888) 249-7025, Email: Inquiry@ihrc.idaho.gov, Website: humanrights.idaho.gov; **Illinois:** Illinois Department of Human Rights, Chicago: 100 W. Randolph St., 10th Floor, Attn: Intake Unit, Chicago, IL 60601, Tel: (312) 814-6200, TTY: (866) 740-3953, Fax: (312) 814 6251; Springfield: 535 West Jefferson Street, 1st Floor, Attn: Intake Unit, Springfield, IL 62702, Tel: (217) 785-5100, TTY: 866-740-3953, Fax: (217) 785-5106; Website: www.illinois.gov/dhr, Email: IDHR.webmail@illinois.gov; **Indiana:** Indiana Civil Rights Commission, 100 North Senate Ave, Indiana Government Center North, Room N300, Indianapolis, IN 46204, Tel: (317) 232-2600, Toll Free: (800) 628-2909, Hearing Impaired: (800) 743-3333, Fax: (317) 232-6580, Website: www.state.in.us/icrc; **Iowa:** Iowa Civil Rights Commission, Grimes State Office Building, 400 East 14th Street, Des Moines, IA 50319-0201, Tel: (515) 281-4121, (800) 457-4416 (long distance, in-state only), Fax: (515) 242-5840, Website: icrc.iowa.gov, Email: icrc@iowa.gov; **Kansas:** Kansas Human Rights Commission, 900 SW Jackson Street, Suite 568 South, Topeka, KS 66612-1258, Tel: (785) 296-3206, Fax: (785) 296-0589, Website: www.khrc.net, Email: khrc.intake@ks.gov; **Kentucky:** Kentucky Commission on Human Rights, Main Office: 332 W. Broadway, Suite 1400, Louisville, KY 40202, Tel: (502) 595-4024, Toll-free: (800) 292-5566, Fax: (502) 595-4801; Northern Kentucky Office: 20 West Pike St., Suite 108, Covington, KY 41011-242, Tel: (859) 292-2935, Fax: (859) 292-2938; Email: kchr.mail@ky.gov, Website: www.kchr.ky.gov; **Louisiana:** Louisiana Commission on Human Rights, P.O. Box 94094, Baton Rouge, LA 70804, Tel: (225) 342-6969, Fax: (225) 342-2063, Website: gov.louisiana.gov/page/lchr; **Maine:** Maine Human Rights Commission, #51 State House Station, Augusta, ME 04333, Tel: (207) 624-6290, Fax: (207) 624-8729, Website: www.maine.gov/mhrc; **Maryland:** Maryland Human Rights Commission, William Donald Schaefer Tower, 6 Saint Paul Street, Suite 900, Baltimore, MD 21202-1631, Tel: (410) 767-8600, Toll-free number: 1-800-637-6247, Email: mccr@maryland.gov, Website: mccr.maryland.gov; **Massachusetts:** Massachusetts Commission Against Discrimination, Boston: One Ashburton Place, Suite 601, Boston, MA 02108, Tel: (617) 994-6000, TTY: (617) 994-6196, Fax: 617-994-6024, ; Springfield: 436 Dwight Street, Room 220, Springfield, MA 01103, Tel: (413) 739-2145, Fax: (41) 784-1056; Worcester: 484 Main Street, Room 320, Worcester, MA 01608, Tel: (508) 453-9630, Fax: (508) 755-3861; New Bedford: 800 Purchase Street, Room 501, New Bedford, MA 02740, Tel: (508) 990-2390, Fax: (508) 990-4260; E-Mail: mcad@mass.gov, Website: www.mass.gov/orgs/massachusetts-commission-against-discrimination; **Michigan:** Michigan Department of Civil Rights, Detroit Office: Cadillac Place, 3054 West Grand Boulevard, Suite 3-600, Detroit, MI 48202, Tel: (313) 456-3700, Toll-Free: 800-482-3604, TTY: (877) 878-8464, Fax: 313-456-3701; Grand Rapids Office: State Office Building, 4th Floor, 350 Ottawa, N.W., Grand Rapids, MI 49503, Tel: (616) 356-0380, Fax: (616) 356-0399, TTY: (616) 356-0391; Lansing Office: Capital Tower Building, 110 W. Michigan Avenue, Suite 800, Lansing, MI 48933, Tel: (517) 335-3165, Fax: (517) 241-0546, TTY: (517) 241-1965; Website: www.michigan.gov/mdcr, Email: MDCRServiceCenter@michigan.gov; **Minnesota:** Minnesota Department of Human Rights, St. Paul: Freeman Building, 625 Robert Street North, Saint Paul, MN 55155, Tel: (651) 539-1100, TTY: (651) 296-1283, Toll Free: 1-800-657-3704, Fax: (651) 296-9042; St. Cloud: MN Department of Human Rights-City Hall, 400 2nd Street South, St. Cloud, MN 56301, Tel: (302) 407-8288, , Toll Free: 1-800-657-3704; Email: info.MDHR@state.mn.us, Website: mn.gov/mdhr; **Mississippi:** N/A; **Missouri:** Missouri Commission Human Rights, 3315 W. Truman Blvd., Rm 212, P.O. Box 1129, Jefferson City, MO 65102-1129, Tel: (573) 751-3325, Toll-Free Complaint Hotline: 1-877-781-4236, TDD: 1-800-735-2966, Fax: (573) 751-2905, Email: mchr@labor.mo.gov, Website: labor.mo.gov/mohumanrights; **Montana:** Montana Human Rights Bureau, P.O. Box 1728, Helena, MT 59624-1728, Tel: (406) 444-6543, Toll Free: 1-800-542-0807, Fax: (406) 443-3234, Website: erd.dli.mt.gov/human-rights; **Nebraska:** Nebraska Equal Opportunity Commission, Lincoln (Main Office): Nebraska State Office Building, 301 Centennial Mall South, 5th Floor, PO Box 94934, Lincoln, NE 68509-4934, Tel: (402) 471-2024, Toll Free: (800) 642-6112, Fax: (402) 471-4059; Omaha: State Office Building, 1313 Farnam-on-the-Mall, Suite 318, Omaha, NE 68102-1836, Tel: (402) 595-2028, Toll Free: (800) 382-7820, Fax: (402) 595-1205; Scottsbluff: Panhandle State Office Complex, 505A Broadway, Suite 600, Scottsbluff, NE 69361-3515, Tel: (308) 632-1340, Toll Free: (800) 830-8633, Fax: (308) 632-1341; Website: www.nol.org/home/NEOC; **Nevada:** Nevada Equal Rights Commission, Equal Rights Commission Las Vegas: 1820 East Sahara Avenue, Suite 314, Las Vegas, NV 89104 Tel: (702) 486-7161, Fax: (702) 486-7054; Equal Rights Commission Northern Nevada: 1325 Corporate Blvd., Room 115, Reno, NV 89502, Tel: (775) 823-6690, Fax: (775) 688-1292; Website: detr.state.nv.us/nerc, Email: detradm@nvdetr.org; **New Hampshire:** New Hampshire Commission for Human Rights, Intake Department, NH Commission for Human Rights, 2 Industrial Park Drive, Concord, NH 03301, Tel: (603) 271-2767, TDD: 1-800-735-2964, Email: humanrights@nh.gov, Website: www.state.nh.us/hrc; **New Jersey:** New Jersey Division on Civil Rights, Northern Regional Office: 31 Clinton Street, Newark, NJ 07102, Tel: (973) 648-2700, Fax: (973) 648-4405; Central Regional Office: 140 East Front

Street, P.O. Box 090, Trenton, NJ 08625, Tel: (609) 292-4605, Fax: (609) 984-3812; Southern Regional Office: 5 Executive Campus, Suite 107, Cherry Hill, NJ 08034, Tel: (856) 486-4080, Fax: (856) 486-2255; South Shore Regional Office: 1325 Boardwalk, 1st Floor, Tennessee Ave. & Boardwalk, Atlantic City, NJ 08401, Tel: (609) 441-3100, Fax: (609) 441-3578; Website: www.nj.gov/oag/der; **New Mexico:** Human Rights Bureau, 1596 Pacheco Street, Santa Fe, NM 87505, Tel: (505) 827-6838, Toll-free: (800) 566-9471, Fax: (505) 827-6878, Website: www.dws.state.nm.us/Human-Rights-Information, Email: Ted.Flanagan2@state.nm.us; **New York:** New York State Division of Human Rights, Central Headquarters: One Fordham Plaza, 4th Floor, Bronx, NY 10458, Tel: (718) 741-8400, Toll Free: 1-888-392-3644, TTY: 718-741-8300, Email: info@dhr.ny.gov, Albany: Agency Building 1, 2nd Floor, Empire State Plaza, Albany, NY 12220, Tel: (518) 474-2705 (or 2707), Fax: (518) 473-2955, Email: InfoAlbany@dhr.ny.gov; Binghamton: 44 Hawley Street, Room 603, Binghamton, NY 13901, Tel: (607) 721-8467, Fax: (518) 473-2955, Email: InfoBinghamton@dhr.ny.gov; Brooklyn: 55 Hanson Place, Room 1084, Brooklyn, NY 11217, Tel: (718) 722-2385, Fax: (718) 722-2078, Email: InfoBrooklyn@dhr.ny.gov; Buffalo: Walter J. Mahoney State Office Bldg., 65 Court Street, Suite 506, Buffalo, NY 14202, Tel: (716) 847-7632, Fax: (716) 847-3445, Email: InfoBuffalo@dhr.ny.gov; Long Island (Hempstead): 50 Clinton Street, Suite 301, Hempstead, NY 11550, Tel: (516) 539-6848, Fax: (516) 240-2882, Email: InfoLongIsland@dhr.ny.gov; Long Island (Hauppauge): State Office Building, 250 Veterans Memorial Highway, Suite 2B-49, Hauppauge, NY 11788, Tel: (631) 952-6434, Fax: (516) 240-2882, Email: InfoLongIsland@dhr.ny.gov; Manhattan: Adam Clayton Powell State Office Building, 163 West 125th Street, 4th Floor, New York, NY 10027, Tel: (212) 961-8650, Fax: (212) 961-4312, Email: InfoLongIsland@dhr.ny.gov; Office of Sexual Harassment Issues/Queens: 55 Hanson Place, Room 900, Brooklyn, NY 11217, Tel: (718) 722-2060, Fax: (718) 722-2039, Email: InfoOSHIQns@dhr.ny.gov; Rochester: One Monroe Square, 259 Monroe Ave., Suite 308, Rochester, NY 14607, Tel: (585) 238-8250, Fax: (585) 445-6003, Email: InfoRochester@dhr.ny.gov; Syracuse: 333 E. Washington Street, Room 543, Syracuse, NY 13202, Tel: (315) 428-4633, Fax: (315) 428-4106, Email: InfoSyracuse@dhr.ny.gov; White Plains: 7-11 South Broadway, Suite 314, White Plains, NY 10601, Tel: (914) 989-3120, Fax: (914) 989-3122, Email: InfoPeekskill@dhr.ny.gov; Website: dhr.ny.gov; **North Carolina:** N/A; **North Dakota:** North Dakota Department of Labor and Human Rights, 600 East Boulevard Ave, Dept. 406, Bismarck, ND 58505-0340, Tel: (701) 328-2660, Toll Free: 1-800-582-8032, TTY (Relay ND) – 1-800-366-6888 or 1-800-366-6889, Fax: (701) 328-2031, E-Mail: labor@nd.gov, Website: www.nd.gov/labor/human-rights; **Ohio:** Ohio Civil Rights Commission, Toll Free (statewide): (888) 278-7101, TTY (statewide): (614) 752-2391, Central Office: Rhodes State Office Tower, 30 East Broad Street, 5th Floor, Columbus, OH 43215, Tel: (614) 466-2785, Fax: (614) 644-8776; Akron Regional Office: Akron Government Bldg., 161 S. High Street, Suite 205, Akron, OH 44308, Tel: (330) 643-3100, Fax: (330) 643-3120; Cincinnati- Satellite Office: Mid-Pointe Towers, 7162 Reading Road, Suite 1005, Cincinnati, OH 45237, Tel: (513) 351-2541, Fax: (513) 351-2616; Cleveland Regional Office: Lausche State Office Building, 615 W. Superior Ave., Suite 885, Cleveland, OH 44113, Tel: (216) 787-3150, Fax: (216) 787-4121; Columbus Regional Office: Rhodes State Office Tower, 30 East Broad Street, 4th Floor, Columbus, OH 43215, Tel: (614) 466-5928, Fax: (614) 466-6250; Dayton Regional Office: 3055 Kettering Blvd, Suite 111, Dayton, OH 45439, Tel: (937) 285-6500, Fax: (937) 285-6606; Website: crc.ohio.gov; Toledo Regional Office: One Government Center, 640 Jackson Street, Suite 936, Toledo, OH 43604, Tel: (419) 245-2900, Fax: (419) 245-2668; Website: crc.ohio.gov; **Oklahoma:** Office of Civil Rights Enforcement, 313 Northeast 21st Street Oklahoma City, Oklahoma 73105, Tel: (405) 521-3921, Fax: (405) 521-6246, Website: www.oag.ok.gov/civil-rights-enforcement-unit; **Oregon:** Oregon Bureau of Labor and Industries, Civil Rights Division, Eugene: 1400 Executive Parkway Suite #200, Eugene, OR 97401, Tel: 541-686-7623; Salem: 3865 Wolverine St NE Bldg E-1, Salem OR 97305, Tel: 503-378-3292; Portland: 800 NE Oregon Street, Suite 1045, Portland, OR 97232, Tel: (971) 673-0764, Fax: (971) 673-0765; Español: (971) 673-2818; Email: crdemail@boli.state.or.us, Website: www.oregon.gov/BOLI; **Pennsylvania:** Pennsylvania Human Relations Commission, Harrisburg Regional Office: 333 Market Street, 8th Floor, Harrisburg, PA 17101-2210, Tel: (717) 787-9780, TTY: (717) 787-7279; Philadelphia Regional Office: 110 North 8th Street, Suite 501, Philadelphia, PA 19107, Tel: (215) 560-2496, TTY: (215) 560-3599; Pittsburgh Regional Office: 301 Fifth Avenue, Suite 390, Piatt Place, Pittsburgh, PA 15222, Tel: (412) 565-5395, TTY: (412) 565-5711; Website: www.phrc.pa.gov; **Rhode Island:** Rhode Island Commission for Human Rights, 180 Westminster Street, Third Floor, Providence, RI 02903, Tel: (401) 222-2661, TDD: (401) 222-2664, Fax: (401) 222-2616, Website: www.richr.ri.gov; **South Carolina:** South Carolina Human Affairs Commission, 1026 Sumter Street, Suite 101, Columbia, SC 29201, Tel: (803) 737-7800, Website: www.schac.sc.gov; **South Dakota:** Division of Human Rights, South Dakota Department of Labor and Regulation, 123 W. Missouri Ave., Pierre, SD 57501, Tel: (605) 773-3681, Fax: (605) 773-4211, Website: dhr.sd.gov/human_rights; **Tennessee:** Tennessee Human Rights Commission, 312 Rosa L Parks Ave, 23rd floor Nashville, TN 37243, Tel: (615) 741-5825, Toll Free: (800) 251-3589, Fax: (615) 253-1886 or 615-532-2197, Email: ask.thrc@tn.gov, Website: www.tn.gov/humanrights; **Texas:** Texas Workforce Commission Civil Rights Division, Mailing Address: 101 East 15th Street, Guadalupe CRD, Austin, TX 78778-0001; Physical Address: 1215 Guadalupe Street, Austin, TX 78701; Tel: (512) 463-2642, Toll Free (in state only): (888) 452-4778, Fax: (512) 482-8465 or (512) 482-8511, Email: EEOIntake@twc.state.tx.us, Website: twc.texas.gov/jobseekers/employee-rights-laws; **Utah:** Utah Antidiscrimination & Labor Division, Mailing Address: PO Box 146630, Salt Lake City, UT 84114-6630160, Physical Address East 300 South, 3rd Floor, Salt Lake City, UT 84114-6640, Tel: 801-530-6801, Toll Free: 1-800-530-5090 or 1-800-222-1238, Email: discrimination@utah.gov, Website: laborcommission.utah.gov/divisions/AntidiscriminationAndLabor; **Vermont:** Vermont Attorney General's Office-Civil Rights Unit, 109 State Street, Montpelier, VT 05609-1001, Toll Free VT: (888) 745-9195, Tel: (802) 828-3657, Email: ago.civilrights@vermont.gov, Website: ago.vermont.gov/about-the-attorney-generals-office/divisions/civil-rights; **Virginia:** Office of the Attorney General-Division of Human Rights, 202 North Ninth Street, Richmond, VA 23219, Tel: (804) 225-2292, Fax: (804) 225-3294, Email: human_rights@oag.state.va.us, Website: www.oag.state.va.us/programs-initiatives/human-rights; **Washington:** Washington State Human Rights Commission, 711 South Capitol Way, Suite 402, P.O. Box 42490, Olympia, WA 98504-2490, Tel: (360) 753-6770, Statewide Toll Free: (800) 233-3247, Statewide TTY Toll Free: (360) 586-2585, Fax: (360) 586-2282, Website: www.hum.wa.gov; **West Virginia:** West Virginia Human Rights Commission, 1321 Plaza East, Room 108A, Charleston, WV 25301-1400, Tel: (304) 558-2616, Toll Free: (888) 676-5546, Fax: (304) 558-0085, Website: www.hrc.wv.gov; **Wisconsin:** Wisconsin Equal Rights Division, Department of Workforce Development, Mailing Address: PO Box 7997, Madison, WI 53707-7997, Milwaukee: 819 N. 6th St., Room 723, Milwaukee, WI 53203, Tel: (414) 227-4384, TTY: (414) 227-4081; Madison: 201 E Washington Ave. Room A100, Madison, WI 53703, Tel: (608) 266-6860, TTY: (608) 264-8752; Website: dwd.wisconsin.gov/er, Email: erinfo@dwd.wisconsin.gov; **Wyoming:** Wyoming Department of Employment Labor Standards, Fair Employment Program, Cheyenne: 1510 E. Pershing Boulevard, West Wing, Room 150, Cheyenne, WY 82002, Tel: (307) 777-7261, Fax: (307) 777-5633; Casper: 851 Werner Court, Suite 121, Casper, WY 82601, Tel: (307) 235-3679, Fax: (307) 235-3688; Website: www.wyomingworkforce.org/businesses/labor.