

POLICY ON DISCRIMINATION, HARASSMENT, AND RETALIATION

Adopted December 13, 2018

Klamath River Renewal Corporation (KRRC) is committed to provide a workplace and to conduct its business in a manner which is free of discrimination, harassment, and retaliation.

1. Applicability

This policy applies to KRRC employees, as a condition of employment. It applies to the Board of Directors, through the Code of Conduct Policy. It applies to KRRC's consultants and contractors in the conduct of KRRC's business, via applicable provisions in the contract with such entity.

2. General

KRRC is committed to provide a workplace and to conduct its business in a manner that is free of discrimination and harassment based on any of the following characteristics:

- Race or color;
- Religion, including religious dress and grooming practices;
- National origin or origin, including language and clothing practices unrelated to job performance;
- Sex/gender (including pregnancy, childbirth, breastfeeding or related medical conditions), sex stereotype, gender identity/gender expression/transgender (including whether or not the individual is transitioning or has transitioned), and sexual orientation;
- Physical or mental disability;
- Medical condition, including genetic information or characteristics;
- Marital status/registered domestic partner status;
- Age;
- Military or veteran status; or
- Any other basis for discrimination prohibited by federal, state or local law, ordinance or regulation.

3. Discrimination

KRRC is committed to comply with all applicable laws providing equal employment opportunities.

KRRC will not base wage and other employment decisions on the characteristics in paragraph 2. KRRC will not retaliate against employees for inquiring about or discussing wages, although KRRC is not obliged to disclose wages of one employee to another.

KRRC will make reasonable accommodation for a disability, medical condition, or religious belief or practice, of an otherwise qualified individual who is an applicant or an employee. Any such individual who needs an accommodation is responsible to make such a request to the KRRC's Chief of Operations, who will undertake to resolve a reasonable accommodation.

4. Harassment

KRRC prohibits harassment in the workplace or otherwise in the conduct of the KRRC's business. Harassment includes the following conduct:

- Verbal conduct, such as threats, epithets, derogatory comments, slurs, or bullying which includes repetitive unwanted aggressive behavior conditioned by a real or perceived power imbalance, and includes actions such as making threats, spreading rumors, attacking someone physically or verbally and/or purposely excluding someone from a group;
- Visual conduct, such as derogatory posters, photographs, cartoons, drawings or gestures;
- Written communications, statements and images which may be offensive based on the characteristics in paragraph 2, such as gender, religious or racial stereotypes or caricatures; and
- Physical conduct such as assault, unwanted touching or blocking normal movement.

KRRC prohibits sexual harassment in the workplace or the conduct of KRRC's business. Sexual harassment includes unwanted sexual advances, requests for sexual favors, or visual, verbal, or physical conduct of a sexual nature, including when:

- Submission to such conduct is made a term or condition of employment;
- Submission or rejection of such conduct is used as a basis for employment decisions affecting the individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an employee's work performance or creating an intimidating, hostile, or offensive work environment.

Sexual harassment also includes hostile actions toward an employee because of his/her gender, regardless of whether the conduct is motivated by sexual desire.

5. Retaliation

KRRC will not retaliate against an employee, or tolerate retaliation against an employee, who reports discrimination or harassment, or requests a reasonable accommodation for a disability, medical condition, or religious belief or practice.

6. Personal Responsibility

Each employee is responsible to maintain a respectful workplace free of discrimination, harassment, and retaliation. Each employee is responsible to report prohibited conduct he/she experiences or witnesses.

7. Complaint Process

Employees

If you believe that you have been the subject of harassment, discrimination, or retaliation, or have witnessed such conduct, report this conduct to your supervisor or the KRRC Chief of Operations, as appropriate. You may also report such conduct to the Compliance Officer of the KRRC Board, pursuant to the Whistleblower Policy.

KRRC will promptly undertake a fair, timely, thorough and objective investigation of the complaint in accordance with applicable law. KRRC will maintain confidentiality of the complaint and investigation in accordance with such law.

KRRC will take appropriate disciplinary action, up to and including termination of employment, if: (a) an employee is determined to have violated this policy; (b) an employee files a false complaint or provides false information regarding a complaint; (c) an employee fails to fully cooperate in the investigation of a complaint; or (d) an employee retaliates against another employee for filing a complaint or participating in an investigation of such complaint.

Directors

The Whistleblower Policy establishes the process to address allegation on misconduct by a director.

Consultants and Contractors

KRRC will address an allegation of discrimination, harassment, or retaliation, by a consultant or contractor acting in the conduct of the KRRC's business, through the process established in the applicable contract with that consultant or contractor.

External Complaint Process

You may also report an allegation of discrimination, harassment, or retaliation, to the Federal Equal Employment Opportunity Commission or the California Department of Fair Employment and Housing the complaint process may be found at: www.eeoc.gov and www.dfeh.ca.gov.