



Anti-Harassment Policy

CRB Services LLC is committed to maintaining a professional work environment free from harassment, discrimination, and inappropriate conduct. Harassment of any kind based on race, color, creed, religion, national origin, sex, sexual orientation, gender identity, pregnancy, age, disability, genetic information, marital status, veteran status, or any other protected classification under federal, state, or local law is strictly prohibited.

This policy applies to all employees, applicants, contractors, vendors, and any individuals conducting business with CRB Services. It applies in all work settings, including off-site locations, community settings, trainings, electronic communications, and social media when conduct impacts the workplace.

Employees who violate this policy are subject to disciplinary action up to and including termination. All employees are required to report suspected harassment or discrimination immediately to Management, Human Resources, or the Owner. Failure to report known violations may result in disciplinary action.

CRB Services will promptly investigate all reports in a fair and confidential manner to the extent possible. Employees are required to cooperate fully in all investigations. Retaliation against any individual who reports harassment or participates in an investigation is strictly prohibited and will result in disciplinary action up to and including termination.

False or malicious reports made in bad faith may also result in disciplinary action.