

*General Dynamics Mission Systems is committed to ensuring accessibility of this policy to all applicants and employees. If you need assistance accessing or understanding this policy statement, or know of an applicant or employee who may need assistance, please contact Randi Riccardo at (703) 272-1718 or [Randi.Riccardo@gd-ms.com](mailto:Randi.Riccardo@gd-ms.com).*

## **PERMANENT POSTING**

# **AFFIRMATIVE ACTION POSTING**

It is the policy of General Dynamics Mission Systems not to discriminate against any employee or applicant for employment because of race, religion, color, national origin, sex, pregnancy, age, physical or mental disability, sexual orientation, gender identity, genetic information, status as a veteran, or membership in any other class protected by law. This policy applies to all phases of employment, including, but not limited to, recruiting, employment, placement, upgrading, demotion or transfer, reduction of workforce and termination, rates of pay or other form of compensation, selection for training, the use of all facilities, and participation in all Company-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity, or age limitations will be adhered to by the Company where appropriate.

General Dynamics Mission Systems will also take affirmative action as called for by applicable laws and Executive Orders to ensure that protected veterans, and qualified disabled persons are introduced into our workforce and considered as promotional opportunities arise. Chris Brady, GDMS President, fully supports the Company's equal opportunity and affirmative action policies.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of section 503 of the Rehabilitation Act of 1973, as amended (section 503), the affirmative action provisions of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (VEVRAA), or any other Federal, state or local law requiring equal opportunity for disabled persons, or protected veterans, (3) opposing any act or practice made unlawful by section 503 or VEVRAA and their implementing regulations, or any other Federal, state or local law requiring equal opportunity for disabled persons, or protected veterans, or (4) exercising any other right protected by section 503 or VEVRAA or their implementing regulations.

If you have any questions concerning these programs or would like to review a copy of the Affirmative Action Programs, please contact your local Human Resources Department or Randi Riccardo at (703) 272-1718 during regular business hours.