

## HARASSMENT POLICY STATEMENT

**SAFEWAY HEALTHCARE SERVICES, INC.** is committed to providing a work environment which is free from all forms discrimination and unlawful harassment. This policy applies to all employees including management personnel.

**Sexual harassment** is any unwelcome sexual advances either explicit or implicit as a term or condition of employment. Improper behavior may be verbal, visual, or physical in nature and/or the creation of a hostile environment.

Management will investigate complaints of sexual harassment promptly, impartially and without fear of retaliation to the employee.

An employee should report the alleged incident immediately and confidentially to the appropriate manager of Human Resources.

---

Signature of Applicant

---

Date