



**Day&Zimmermann**

*We do what we say.®*

## **Policy: Equal Employment Opportunity, Non-discrimination, and Anti-Harassment**

**Policy No.: 1401**

**Responsible Officer: SVP and CHRO**

The Company is committed to the principle of equal employment opportunity for all and all employees and applicants for employment are treated without regard to their race, creed, color, religion, citizenship, national origin, age, marital status, disability status, gender, gender identity, sexual orientation, military service, "pregnancy, childbirth, or related medical conditions, including, but not limited to, lactation"; or other characteristic protected by law. All decisions regarding employment and all other personnel actions are made or administered in accordance with these principles. This policy of the Company is consistent with the requirements of, and objectives set forth in, the various statutes, regulations, and executive orders relating to equal employment opportunity.

The Company is also committed to a work environment that respects the dignity and worth of each individual. Inappropriate workplace behavior and unlawful harassment create conditions that are wholly inconsistent with this commitment. The purpose of the policy set forth below is not to regulate the personal morality of employees, but rather to foster a work environment that is free from all forms of harassment.

### **Discriminatory Harassment is Prohibited**

Discriminatory harassment, including sexual and racial harassment, will not be tolerated. This policy applies to all harassment occurring in the work environment, whether on Company premises or in any Company-related setting, and applies regardless of the gender, race or other characteristics of the individuals involved. This policy also covers interactions between employees outside the work environment.

Workplace harassment is unlawful under Title VII of the Civil Rights Act, other federal laws, and many state and local laws. But even harassment that is not illegal may still be a violation of this policy.

### **Sexual Harassment Defined**

For purposes of this policy, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- submission to such conduct is either explicitly or implicitly made a term or condition of an individual's employment; or

- submission to or rejection of such conduct is used as the basis for employment decisions affecting the individual; or
- such conduct unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive working environment.

Some examples of what may constitute sexual harassment are: threatening to take or taking employment actions, such as discharge, demotion or reassignment, if sexual favors are not granted; demands for sexual favors in exchange for favorable or preferential treatment; unwelcome and repeated flirtations, propositions or advances; unwelcome physical contact; whistling, leering, improper gestures, tricks, or horseplay; use of stereotypes or offensive, insulting, derogatory or degrading remarks; unwelcome comments about appearance; sexual jokes or use of sexually explicit or offensive language; gender- or sex-based pranks; and the display in the workplace of sexually suggestive objects or pictures. The above list of examples is not intended to be all-inclusive. Care should be taken in informal business situations, including Company parties and business trips.

### **Other Harassment Defined**

For purposes of this policy, other harassment is defined as verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of their race, creed, color, religion, citizenship, national origin, age, marital status, disability status, gender, gender identity, sexual orientation, military service, or other characteristic, which:

- creates an intimidating, hostile or offensive work environment; or
- unreasonably interferes with an individual's work performance.

Some examples of such harassment are: using epithets or slurs; mocking, ridiculing or mimicking another's culture, accent, appearance or customs; threatening, intimidating or engaging in hostile or offensive acts that focus on an individual's race, creed, color, religion, citizenship, national origin, age, marital status, disability status, gender, sexual orientation, military service, or other characteristic protected by law; the displaying on walls, bulletin boards or elsewhere on Company premises, or circulating in the workplace, of written or graphic material that denigrates or shows hostility or aversion toward a person or group because of a particular trait. The above list of examples is not intended to be all-inclusive.

### **Consensual Relationships**

Consensual romantic and/or sexual relationships between an employee with supervisory authority and any subordinate including one not directly under the supervisor, may compromise the Company's ability to enforce its policy against sexual harassment. Consequently, if such relationships arise, they will be considered carefully by the Company, and appropriate action may be taken. Such action may include a change in the responsibilities of the individuals involved in such relationships or transfer of location within the Company. Any supervisory employee involved in such a relationship is

required to report the relationship to his or her direct manager, and while the relationship continues, to all subsequent managers to whom the supervisory employee reports.

### **Reporting Instances of Harassment**

The Company strongly encourages the prompt reporting of all incidents of discriminatory harassment. If an employee believes he or she is being harassed or has observed harassment, the employee should notify promptly any manager, including his or her direct manager. Alternatively, employees may report their concerns to Human Resources or to the Ethics and Employee Advocate Helpline at <https://dayzim.ipm.starcompliance.com> or by calling 1.877.319.0270. Finally, employees can complaints to an external agency, such as the Equal Employment Opportunity Commission ([www.eeoc.gov](http://www.eeoc.gov)) or a state or municipal agency with responsibility for anti-harassment or anti-discrimination laws. Addendum A to this Policy contains a list, and accompanying contact information, for such agencies across the country. Any management employee that observes discriminatory harassment or receives a complaint of discriminatory harassment must report that observation or complaint to human resources.

### **Investigation**

When an employee reports harassment as specified above, the Company will undertake a prompt and comprehensive investigation appropriate to the circumstances. The specific steps to be taken during the investigation cannot be fixed in advance, but will vary depending upon the nature of the allegations and the information obtained through the investigative process itself. The Company will maintain confidentiality throughout the investigative process to the extent practicable and consistent with the Company's need to undertake a full investigation.

### **Resolving the Matter**

Upon completion of the investigation, the Company will take any necessary appropriate remedial action. Remedial action may include verbal or written counseling, referral to formal counseling, disciplinary suspension or probation, or discharge from the Company. Harassment is a form of employee misconduct, and the Company will subject those who commit harassment, or managers who knowingly allow harassment to continue, to appropriate disciplinary action.

### **No Retaliation**

An individual who reports incidents that they, in good faith, believe violate this policy, or who is involved in the investigation of harassment, will not be subject to reprisal or retaliation. Retaliation is a serious violation of this policy and should be reported immediately. The Company will follow the procedures set forth in this policy for the report and investigation of allegations of retaliation. Any person found to have retaliated against an individual for reporting discriminatory harassment or participating in an

investigation of allegations of such conduct will be subject to appropriate disciplinary action.

### Communication

This policy is part of the Company's overall commitment to open communication. The Company encourages any employee with workplace concerns of any nature (including, but not limited to, any alleged discrimination) to bring those concerns to the attention of the direct manager.

### ADDENDUM A

<p>ALABAMA</p> <p>Alabama Department of Human Resources Office of Equal Employment &amp; Civil Rights</p> <p>50 Ripley Street Montgomery, AL 36130 334-242-1550 <a href="http://www.dhr.state.al.us/eeo">www.dhr.state.al.us/eeo</a> Mobile Human Relations Commission 350 Saint Joseph Street, Room 146 Mobile, AL 36602</p>	<p>ALASKA</p> <p>Alaska State Commission on Human Rights 800A Suite 204 Anchorage, AK 99501-3669 907-276-4692 <a href="https://humanrights.alaska.gov/">https://humanrights.alaska.gov/</a> Anchorage Equal Rights Commission 620 E. 10th Avenue, Suite 204 Anchorage, AK 99501</p>
<p>ARIZONA</p> <p>Arizona State Attorney General Civil Rights Division 402 W Congress South Bldg. #215 Tucson, AZ 85701 520-628-6500 <a href="http://www.attorney-general.state.az.us/civil_rights/">www.attorney-general.state.az.us/civil_rights/</a> City of Phoenix Equal Opportunity Department Compliance &amp; Enforcement Division 251 W. Washington, 7th Floor Phoenix, AZ 85003</p>	<p>ARKANSAS</p> <p>No state agency. <a href="http://www.eeoc.gov">www.eeoc.gov</a></p>

<p>City of Tucson Equal Opportunity Office  110 E. Pennington  P.O. Box 27210  Tucson, AZ 85726</p>	
<p>CALIFORNIA</p> <p>Department of Justice, Civil Rights  Enforcement Section  Public Inquiry Unit  P.O. Box 944255  Sacramento, CA 94244-2550  (916) 322-3360  <a href="http://caag.state.ca.us/civilrights/">caag.state.ca.us/civilrights/</a></p> <p>California Dept. of Fair Employment and  Housing  2014 T St. Suite 210  Sacramento, CA 95814  916-227-2878  <a href="http://www.dfeh.ca.gov/">www.dfeh.ca.gov/</a></p> <p>Davis Human Relations Commission  23 Russell Boulevard  Davis, CA 95616</p> <p>Los Angeles Human Relations  Commission  200 N. Main Street, Room 700  Los Angeles, CA 90012</p> <p>San Francisco Human Rights Commission  25 Van Ness Avenue, Suite 800  San Francisco, CA 94102-6033</p>	<p>COLORADO</p> <p>Colorado Civil Rights Division  1560 Broadway Suite 1050  Denver, CO 80202  303-894-2997  800-262-4845 in state  <a href="http://www.dora.state.co.us/civil-rights">www.dora.state.co.us/civil-rights</a></p> <p>Boulder Office of Human Rights  Department of Housing and Human Services  P.O. Box 791  Boulder, CO 80306</p> <p>Denver Agency For Human Rights and Community  Relations  Anti-Discrimination Office  303 W. Colfax  Denver, CO 80204</p>
<p>CONNECTICUT</p> <p>Connecticut Commission on Human  Rights and Opportunities</p>	<p>DELAWARE</p> <p>Delaware Human Relations Division  820 French St. 4th Floor</p>

21 Grand St.  
Hartford, CT 06106  
860-541-3400  
800-477-5737  
[www.state.ct.us/chro](http://www.state.ct.us/chro)  
New Haven Commission on Equal  
Opportunity  
200 Orange Street, Room 101  
New Haven, CT 06510

Wilmington, DE 19801  
302-577-5050  
[www.state.de.us/sos/human.htm](http://www.state.de.us/sos/human.htm)  
Delaware Department of Labor  
Office of Labor Law Enforcement  
4425 N. Market Street  
Wilmington, DE 19802

DISTRICT OF COLUMBIA

District of Columbia, Office of Human  
Rights  
441 4th St. NW Suite 970N  
Washington, DC 20001  
phone:202-727-3900  
fax: 202-724-3786  
[ohr.dc.gov/](http://ohr.dc.gov/)

FLORIDA

Florida Commission on Human Relations  
Building F Suite 240  
325 John Knox Rd.  
Tallahassee, FL 32399-4149  
850-488-7082  
800-342-8170  
[fchr.state.fl.us/](http://fchr.state.fl.us/)  
Alachua County Government Equal Opportunity  
Division  
P.O. Box 1467  
Gainesville, FL 32602  
  
Dade County Equal Opportunity Board  
111 NW 1st Street, Suite 650  
Miami, FL 33128-1965  
  
Escambia-Pensacola Human Relations Commission  
29 S. Spring Street  
Pensacola, FL 32501  
  
Pinellas County Office Of Human Rights  
400 S. Ft. Harrison Avenue, Suite 300 Clearwater, FL  
34616  
  
St. Petersburg Human Relations Department  
P.O. Box 2842

	<p>St. Petersburg, FL 33731</p> <p>Tampa Office of Human Rights 712 W. Ross Avenue Tampa, FL 33602</p>
<p>GEORGIA</p> <p>Georgia Human Relations Commission 225 Peachtree St. NE Suite 207 Atlanta, GA 30303 404-656-6046 <a href="http://www.ganet.org/ghrc">www.ganet.org/ghrc</a></p>	<p>HAWAII</p> <p>Hawaii Civil Rights Commission 830 Punchbowl St. Room 411 Honolulu, HI 96813 808-586-8636 <a href="http://www.state.hi.us/hcrc">www.state.hi.us/hcrc</a></p>
<p>IDAHO</p> <p>Idaho Human Rights Commission 1109 Main St. 4th Floor P.O. Box 83720 Boise, ID 83720 208-334-2873 <a href="http://www.state.id.us/ihrcc">www.state.id.us/ihrcc</a></p>	<p>ILLINOIS</p> <p>Illinois Dept. of Human Rights 100 W Randolph St. Suite 10-100 Chicago, IL 60601 312-814-6200 800-662-3942 <a href="http://www.state.il.us/dhr">www.state.il.us/dhr</a></p> <p>Cook County Commission on Human Rights 69 W. Washington Chicago, IL 60602</p> <p>Peoria Equal Opportunity Office City Hall, Room 108 419 Fulton Street Peoria, IL 61602</p>
<p>INDIANA</p> <p>Indiana Civil Rights Commission 100 N Senate Ave. Room N103 Indianapolis, IN 46204 317-232-2600 800-628-2909</p>	<p>IOWA</p> <p>Iowa Civil Rights Commission 211 E Maple St. Grimes State Office Bldg. Des Moines, IA 50309-1858 515-281-4121</p>

[www.state.in.us/icrc](http://www.state.in.us/icrc)

Anderson Human Relations Commission  
  
120 E. 8th Street  
P.O. Box 2100  
Anderson, IN 46018

Bloomington Human Rights Commission  
P.O. Box 100  
Bloomington, IN 47402-0100

Columbus Human Rights Commission  
123 Washington Street,  
Room 5  
Columbus, IN 47201

800-457-4416

[www.state.ia.us/government/crc](http://www.state.ia.us/government/crc)

Burlington Human Rights Commission  
400 Washington Street  
Burlington, IA 52601

Davenport Civil Rights Commission  
423 E. 32nd Street, Suite Two  
Davenport, IA 52803

Des Moines Human Rights Commission  
602 E. 1st Street  
Des Moines, IA 50309-1881

Iowa City Human Rights Commission  
410 E. Washington  
Iowa City, IA 52204

## KANSAS

Kansas Human Rights Commission  
900 SW Jackson St. Suite 851-S  
Topeka, KS 66612-1258  
785-296-3206

[www.ink.org/public/khrc](http://www.ink.org/public/khrc)

Salina Human Relations Department  
P.O. Box 736  
Salina, KS 67402-0736

## KENTUCKY

Office of Equal Employment Opportunity and Contract  
Compliance

Capitol Annex, Room 370

Frankfort, KY 40601

Telephone: (502) 564-2874

Facsimile: (502) 564-1055

[www.state.ky.us/agencies/finance/descript/eeoc.htm](http://www.state.ky.us/agencies/finance/descript/eeoc.htm)

Kentucky Commission On Human Rights

332 W. Broadway, 7th Floor

Louisville, KY 40202

Lexington- Fayette Urban County Human Rights  
Commission

162 E. Main Street, Suite 226

Lexington, KY 40507-1318



	<p>Louisville and Jefferson County Human Relations Commission  200 S. 7th Street, Suite 120  Louisville, KY 40202</p>
<p>LOUISIANA</p> <p>Louisiana Commission on Human Rights  1001 N. 23rd St., Suite 262  Baton Rouge, Louisiana 70802  Phone: (225) 342-6969  Fax: (225) 342-2063  TDD: 1-888-248-0859  <a href="http://www.gov.state.la.us/depts/lchr.htm">www.gov.state.la.us/depts/lchr.htm</a>  New Orleans Human Relations Commission  City of New Orleans  1300 Perdido Street, Room 8E07  New Orleans, LA 70112</p>	<p>MAINE</p> <p>Maine Human Rights Commission  51 State House Station  Augusta, ME 04333-0051  207-624-6050  <a href="http://www.state.me.us/mhrc/">www.state.me.us/mhrc/</a></p>
<p>MARYLAND</p> <p>Maryland Human Rights Commission  6 St. Paul St. 9th Floor  Baltimore, MD 21202-1631  410-767-8600  800-637-6247 in state  <a href="http://www.mchr.state.md.us">www.mchr.state.md.us</a>  Baltimore Community Relations Commission  10 N. Calvert Street  Equitable Building, Suite 915  Baltimore, MD 21202</p> <p>Howard County Office of Human Rights  6751 Columbia Gateway Drive, 2nd Floor</p>	<p>MASSACHUSETTS</p> <p>Massachusetts Commission Against Discrimination  1 Ashburton Pl., Room 601  Boston, MA 02108-1518  617-727-3990  <a href="https://www.mass.gov/orgs/massachusetts-commission-against-discrimination">https://www.mass.gov/orgs/massachusetts-commission-against-discrimination</a>  New Bedford Office Of Equal Opportunity  181 Hillman Street  Bldg. 9, Room 103  New Bedford, MA 02740</p>

<p>Columbia, MD 21046</p> <p>Rockville Human Rights Commission  Department of Community Services  111 Maryland Avenue  Rockville, MD 20850</p>	
<p>MICHIGAN</p> <p>Michigan Department of Civil Rights  Victor Bldg. Suite 700  201 N Washington Square  517-335-3165  <a href="http://www.mdcr.state.mi.us/mdcr/">www.mdcr.state.mi.us/mdcr/</a>  Ann Arbor Human Rights Office  P.O. Box 8647  Ann Arbor, MI 48107</p> <p>Detroit Department Of Human Rights  2 Woodward  Detroit, MI 48226</p>	<p>MISSISSIPPI</p> <p>No state agency.</p> <p><a href="http://www.eeoc.gov">www.eeoc.gov</a></p>
<p>MINNESOTA</p> <p>Minnesota Department Of Human Rights  Army Corps of Engineers Center  190 E. 5th Street. Suite 700  St. Paul, MN 55101</p> <p>St. Paul Department Of Human Rights  15 W. Kellogg Boulevard,  Room 900  St. Paul, MN 55102-1681</p>	<p>MISSOURI</p> <p>Missouri Commission Human Rights  Department of Labor and Industrial Relations  P.O. Box 1129  3315 W Truman Blvd.  Jefferson City, MO 65102-3325  573-751-3325  <a href="http://www.dolir.state.mo.us/hr">www.dolir.state.mo.us/hr</a>  Kansas City (Missouri) Human Rights Department  City Hall, 4th Floor  414 E. 12th Street  Kansas City, MO 64106</p> <p>St. Louis Civil Rights Enforcement Agency  906 Olive, Suite 1100</p>

	St. Louis, MO 63101
<p>MONTANA</p> <p>Dept. of Labor and Industry, Human Rights Commission P.O. Box 1728 Helena, MT 59620 406/444-4344 800-542-0807 in state <a href="http://dli.state.mt.us/decisions/hrcdec.htm">dli.state.mt.us/decisions/hrcdec.htm</a></p>	<p>NEBRASKA</p> <p>Nebraska Equal Opportunity Commission 301 Centennial Mall South P.O. Box 94934 Lincoln, NE 68509 402-471-2024 800-642-6112 <a href="http://www.nol.org/home/NEOC/">www.nol.org/home/NEOC/</a> Omaha Human Relations Department 1819 Farnum Street, Suite 502 Omaha, NE 68183</p>
<p>NEVADA</p> <p>Dept. of Employment Training and Rehabilitation Nevada Equal Rights Commission 1515 E. Tropicana Ave. Suite 590 Las Vegas, NV 89119-6522 702-486-7161 <a href="http://detr.state.nv.us">detr.state.nv.us</a></p>	<p>NEW HAMPSHIRE</p> <p>New Hampshire Human Rights Commission 2 Chenell Dr. Concord, NH 03301 603-271-2767 <a href="http://www.state.nh.us/hrc">www.state.nh.us/hrc</a></p>
<p>NEW JERSEY</p> <p>New Jersey Dept. of Law and Public Safety Division on Civil Rights 140 E Front St. P.O. Box 090 Trenton, NJ 08625-0090 609-292-4605 <a href="http://www.state.nj.us/lps/dcr">www.state.nj.us/lps/dcr</a></p>	<p>NEW MEXICO</p> <p>New Mexico Human Rights Division Dept. of Labor 1596 Pacheco St. Santa Fe, NM 87502 505-827-6838 800-566-9471 <a href="http://www3.state.nm.us/dol">www3.state.nm.us/dol</a></p>
NEW YORK	NORTH CAROLINA

<p>New York State Division of Human Rights  55 W 125th St.  New York, NY 10027  212-961-8400  <a href="https://dhr.ny.gov/">https://dhr.ny.gov/</a>  New York City Commission on Human Rights  40 Rector Street  New York, NY 10006  <a href="https://www1.nyc.gov/site/cchr/index.page">https://www1.nyc.gov/site/cchr/index.page</a></p>	<p>North Carolina Human Relations Commission  217 W Jones St. 4th Floor  Raleigh, NC 27603  919-733-7996  <a href="http://www.doa.state.nc.us/hrc/homepage.htm">www.doa.state.nc.us/hrc/homepage.htm</a></p>
<p>NORTH DAKOTA</p> <p>North Dakota Dept. of Labor, Division of Human Rights  State Capital  600 East Blvd.  Bismarck, ND 58505  701-328-2660  800-582-8032  <a href="http://www.state.nd.us/labor/Division of Human Rights.htm">www.state.nd.us/labor/Division of Human Rights.htm</a></p>	<p>OHIO</p> <p>Ohio Civil Rights Commission  111 E Broad St. Suite 301  Columbus, OH 43205  614-466-5928  <a href="http://www.state.oh.us/crc">www.state.oh.us/crc</a></p>
<p>OKLAHOMA</p> <p>Oklahoma Civil Rights Commission  2101 N Lincoln Blvd.  Oklahoma City, OK 73105  405-521-2360</p> <p>Tulsa Department of Human Rights  707 S. Houston, Room 303  Tulsa, OK 74127</p>	<p>OREGON</p> <p>Oregon Civil Rights Division  Bureau of Labor and Industry  800 NE Oregon St. #32 Suite 1070  Portland, OR 97232  503-731-4075  <a href="http://www.boli.state.or.us/civil">www.boli.state.or.us/civil</a></p>
<p>PENNSYLVANIA</p> <p>Pennsylvania Human Relations Commission</p>	<p>RHODE ISLAND</p> <p>Rhode Island Commission for Human Rights  10 Abbott Park Pl.</p>

301 Chestnut Street, Suite 300  
Harrisburg, PA 17101  
Voice: (717) 787-4410  
Telephone: (717) 783-9308 or (717) 787-4087  
[www.phrc.state.pa.us/](http://www.phrc.state.pa.us/)  
Allentown Human Relations Commission  
435 Hamilton Street  
Allentown, PA 18101-1699  
  
Philadelphia Commission On Human Relations  
34 S. 11th Street, 6th Floor  
Philadelphia, PA 19107-3695  
  
York Human Relations Commission  
225 E. Princess Street  
York, PA 17403

Providence, RI 02903-3768  
401-222-2661  
[www.state.ri.us/manual/data/queries/stdept\\_.idc?id=16](http://www.state.ri.us/manual/data/queries/stdept_.idc?id=16)  
Providence Human Relations Commission  
151 Weybosset Street  
Providence, RI 02903

SOUTH CAROLINA

South Carolina Human Affairs Commission  
P.O. Box 4490  
2611 Forest Dr. Suite 200  
Columbia, SC 29240  
803-737-7800  
[www.state.sc.us/schac/](http://www.state.sc.us/schac/)

SOUTH DAKOTA

South Dakota Dept. of Commerce and Regulation  
Division of Human Rights  
118 W Capital Ave.  
Pierre, SD 57501  
605-773-4493  
[www.state.sd.us/dcr/hr](http://www.state.sd.us/dcr/hr)  
Sioux Falls Human Relations Commission  
224 W. 9<sup>th</sup>  
Sioux Falls, SD 57104-6407

TENNESSEE

Tennessee Human Rights Commission  
530 Church Street, Suite 400  
Cornerstone Square Building  
Nashville, TN 37243-0745  
Phone: 615-741-5825

TEXAS

Texas Commission on Human Rights  
P.O. Box 13493  
6830 Highway 290 East, Suite 250  
Austin, TX 78711  
512-437-3450

<p><a href="https://www.tn.gov/humanrights.html">https://www.tn.gov/humanrights.html</a></p>	<p><a href="http://www.state.tx.us/agency/344.html">www.state.tx.us/agency/344.html</a>  Fort Worth Human Relations Commission  1000 Throckmorton  Fort Worth, TX 76102</p>
<p>UTAH</p> <p>Utah Anti-Discrimination Division  P.O. Box 146640  Salt Lake City, UT 84114-6640  801-530-6801  <a href="http://laborcommission.utah.gov/">laborcommission.utah.gov/</a></p>	<p>VERMONT</p> <p>Vermont Human Rights Commission  135 State St. Drawer 33  Montpelier, VT 05633-6301  802-828-2480  <a href="http://www.hrc.state.vt.us/">www.hrc.state.vt.us/</a></p>
<p>VIRGINIA</p> <p>Council on Human Rights  Suite 1202 Washington Bldg.  1100 Bank St.  Richmond, VA 23219  804-225-2292  800-633-5510  <a href="http://www.chr.state.va.us">www.chr.state.va.us</a>  Alexandria Office Of Human Rights  110 N. Royal Street, Suite 201  Alexandria, VA 22314  Arlington Human Rights Commission  2100 Clarendon Boulevard, Suite 106  Arlington, VA 22201</p>	<p>WASHINGTON</p> <p>Washington State Human Rights Commission  P.O. Box 42490  711 S Capital Way #402  Olympia, WA 98504-2490  360-753-6770  800-233-3247  <a href="https://www.hum.wa.gov/">https://www.hum.wa.gov/</a>  King County Office Of Civil Rights Enforcement  King County Courthouse, Room E 224  516 Third Avenue  Seattle, WA 98104-2312  Seattle Office For Civil Rights  700 Third Avenue, Suite 250  Seattle, WA 98104-1849</p>
<p>WEST VIRGINIA</p> <p>West Virginia Human Rights Commission  1321 Plaza East Room 108A  Charleston, WV 25301  304-558-2616  888-676-5546</p>	<p>WISCONSIN</p> <p>Wisconsin Equal Rights Division  Dept. of Workforce Development  P.O. Box 8928  201 E Washington Ave. Room 407  Madison, WI 53708-8928</p>

<https://hrc.wv.gov/Pages/default.aspx>

Beckley Human Rights Commission

409 S. Kanawha Street/

P.O. Drawer AJ

Beckley, WV 25801

Charleston Human Rights Commission

115 Lee Street, W.

Charleston, WV 25302

Huntington Human Relations Commission

824 Fifth Avenue, Suite 200

Huntington, WV 25701

608-266-6860

<https://dwd.wisconsin.gov/er/contacts.htm>

Madison Equal Opportunities Commission

210 Martin Luther King, Jr., Boulevard

Madison, WI 53710

WYOMING

Wyoming Department of Employment

Labor Standards

Fair Employment Program

1510 E. Pershing, West Wing, Suite 2015

Cheyenne, WY 82002

<https://dws.wyo.gov/dws-division/labor-standards/>