



## **SUPPLEMENT (TO POLICY P-2) REGARDING DISCRIMINATION AND HARASSMENT PREVENTION AT AEROSPACE EVENTS**

It is the policy of The Aerospace Corporation (“Aerospace”) to maintain a professional environment at conferences and other professional events connected to the company. This ensures that Aerospace events are free from all forms of discrimination, harassment, and any other unprofessional or disruptive conduct.

### **SCOPE**

This policy applies to all attendees at local and national conferences and events hosted or sponsored by Aerospace. This policy supplements Aerospace Corporation [P-2 Prohibition Against Harassment and Retaliation](#); it does not replace or supersede that, or any other Aerospace Policy.

### **PROHIBITED CONDUCT**

Aerospace events must be free of conduct that is disruptive, discourteous, or that constitutes discrimination or harassment on the basis of an individual’s race, ethnicity, religion, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex (including pregnancy, childbirth, and related medical conditions), gender, gender identity or expression, age, sexual orientation, union support or lack thereof, veteran status, or any other characteristic protected by applicable state or federal law. Such conduct includes, without limitation, unwanted touching and comments of an offensive or sexual nature. Event attendees whose conduct is determined to be in violation of this policy may be removed from Aerospace events. Aerospace may also contact or facilitate contact with venue security, local law enforcement, local support services or otherwise make any arrangement necessary to ensure safety for the duration of the Aerospace event, as appropriate based on the specific circumstances.

### **REPORTING AN ISSUE**

Conduct in violation of this policy should be reported immediately to the organizer of the event or activity, the Aerospace Office of Diversity & Inclusion or the Aerospace Office of the General Counsel. Complaints can also be made to the Office of Diversity & Inclusion Mailbox, ([IEO.mailbox@aero.org](mailto:IEO.mailbox@aero.org)) or anonymously by telephone to the Aerospace Corporation 24-hour hotline at 310-336-5432.

### **COMPLAINTS WILL BE INVESTIGATED**

Aerospace will promptly and thoroughly investigate every complaint of harassment and take appropriate preventive and/or corrective action when it is warranted. Additionally, Aerospace will conduct each investigation and handling of harassment complaints with discretion, preserving confidentiality as much as practical during the conduct of the investigation and following resolution of the complaint.

### **RETALIATION PROHIBITED**

Aerospace prohibits any form of retaliation against any individual who makes a complaint under this policy or participates in an investigation into a complaint. Complaints of retaliation should be made using the same reporting procedures described above.