

Question 2: Describe the employment unit's efforts to disseminate widely its equal employment opportunity program to job applicants, employees, and those with whom it regularly does business.

All of the Company's equal opportunity policy postings include the following statement: We expect employees to be honest, trustworthy, and operate with integrity. Discrimination and all unlawful harassment (including sexual harassment) in employment is not tolerated. We encourage success based on our individual merits and abilities without regard to race, color, religion, national origin, gender, sexual orientation, gender identity, age, disability, marital status, citizenship status, military status, protected veteran status or employment status. We support and obey laws that prohibit discrimination everywhere we do business. AT&T fully considers all qualified applicants including those with a criminal history. [Click here to learn more or request an application accommodation here.](#)

Job Applicants: The company's equal opportunity policy is posted for applicants to read in areas where job seekers apply for employment and is included in our affirmative action program. Advertisements or solicitations for prospective employees indicate that the Company is an equal opportunity employer.

The Company informs recruiting sources of our policy of affirmative action for protected individuals. Recruiting sources are requested to actively recruit and refer qualified protected individuals for all positions.

Employees: The Company also posts its equal opportunity policy for employees to read in areas where they gather. Specifically, our policy on equal employment opportunity and affirmative action is posted on company bulletin boards. The posting includes a statement that employees and applicants are protected from coercion, intimidation, and interference or discrimination for filing a complaint or assisting in an investigation under Executive Order 11246, as amended. The Company also posts a copy of the policy in electronic format in a conspicuous location on the Company intranet, along with other employment forms, and otherwise ensures all off-site personnel have a copy of or the ability to view the policy.

All other required affirmative action notices and policy statements are posted on Company bulletin boards and are updated annually.

The Company includes a copy of its Equal Employment Opportunity and Affirmative Action Policy Statement in its Policy Manual. When applicable, at the Company publicizes the policy in Company publications. The policy is discussed in both new employee orientation and management training programs.

Vendors/Suppliers: Written notification of Company's EEO policy is sent to all subcontractors, including subcontracting vendors and suppliers, and requests appropriate action on their part. The Company includes contract terms requiring equal employment opportunity as part of all covered contracts and

purchase orders and requires all qualified contractors and subcontractors to develop and maintain a written affirmative action plans.