



BRIANNA RÉGINE
Visionary Consulting

AFFIRMATIVE ACTION/EQUAL OPPORTUNITY EMPLOYMENT POLICY STATEMENT

Brianna Régine Visionary Consulting, LLC will not discriminate or permit discrimination against any person or group of persons on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, sexual orientation, veteran status, intellectual disability, mental disability or physical disability including, but not limited to, blindness, (unless such disability, even with reasonable accommodation, prevents the applicant from being able to perform the work involved), or in any manner prohibited by the laws of the United States or of the State of Connecticut. Brianna Régine Visionary Consulting, LLLC will also not discriminate or permit discrimination by denying employment or opportunities to a person because of participation in schools or places of worship associated with a particular racial, ethnic or religious group. Further, Brianna Régine Visionary Consulting, LLC will not retaliate against or condone retaliation against any person or group of persons who oppose actions, treatment or conduct that they believe to be discriminatory.

As an Equal Opportunity Employer, it is the policy and practice of Brianna Régine Visionary Consulting, LLC to assure that no person will be discriminated against, or be denied the benefit of any activity, program, nonemployee (1099 independent contractor) or employment process, in areas including but not limited to recruiting, advertising, hiring, upgrading, promotion, transfer, demotion, lay off, termination, rehiring, employment, rates of pay and/or other compensation or any other terms and conditions of employment on the basis of race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, sexual orientation, veteran status, intellectual disability, mental disability or physical disability including, but not limited to, blindness, unless such disability prevents performance of the work involved.

Brianna Régine Visionary Consulting, LLC shall take affirmative action to insure that applicants with job-related qualifications are hired and to insure that all employees and nonemployees are treated when hired without regard to their race, color, religious creed, age, marital status, national origin, ancestry, sex, gender identity or expression, sexual orientation, veteran status, intellectual disability, mental disability or physical disability, including, but not limited to, blindness, unless it is shown by such contractor that such disability prevents performance of the work involved. If an individual has a disability for which a reasonable accommodation is requested, Brianna Régine Visionary Consulting, LLC will engage in an interactive process with the individual/representative to determine the individual's needs and accommodation.

Brianna Régine Visionary Consulting, LLC also assures that each of its vendors has been informed that Brianna Régine Visionary Consulting, LLC is an Affirmative Action/Equal Opportunity Employer and of Brianna Régine Visionary Consulting, LLC's obligations to comply with state and federal law.

Brianna Régine Visionary Consulting, LLC will implement, monitor and enforce this *Affirmative Action/Equal Opportunity Employment Policy Statement* and program in conjunction with all applicable Federal and State laws, regulations and executive orders. In order to implement our Affirmative Action/Equal Opportunity Employment Program, Brianna Régine Visionary Consulting, LLC will develop written strategies and plans designated to correct any deficiencies identified. Furthermore, this policy statement, as well as the posters regarding Labor and Discrimination Laws, shall be posted and otherwise made known to all workers in the company's home office, each satellite office, and at each job site.



BRIANNA RÉGINE
Visionary Consulting

Management and supervisory staff will be advised of their responsibilities to ensure the success of this program. Ultimate responsibility for this Affirmative Action/Equal Opportunity Employment Program will be with the Founder/CEO and Owner, Brianna Régine Walston. The day-to-day duties for the plan will be coordinated by Brianna Régine Walston, who is hereby designated the Affirmative Action/Equal Opportunity Employment Officer for Brianna Régine Visionary Consulting, LLC.