



Anti- Discrimination and Harassment

Dover is committed to maintaining a work environment that is comfortable and professional. Together, we must strive to create a workplace that is free from discrimination and harassment. Dover is an equal opportunity employer and makes employment decisions on the basis of merit, qualifications, abilities, and business need. It is Dover's policy to prohibit discrimination and harassment based on an individuals' race, color, religion, disability, national origin, gender, sexual orientation, marital status, age or other characteristic protected by law. This policy applies on Dover company premises and in all other work-related settings.

The term "harassment" includes, but is not limited to, verbal, graphic and physical conduct (whether sexual or non-sexual) that creates an intimidating, offensive, demeaning, abusive or hostile work environment that interferes with work performance. Examples may include but are not limited to racial, sexual or ethnic jokes, slurs, statements, gestures or insults; unwelcome touching, grabbing and pinching; posting of sexually suggestive statements, pictures, photographs, posters (including calendars that are sexually suggestive), cartoons or other materials intended to reflect negatively on an employee's protected categories defined above.

Sexually harassing conduct in particular includes all of the above prohibited actions. Under applicable law, sexual harassment is defined as unwelcome or unwanted conduct of a sexual nature (verbal, physical or visual) when: (1) submission to or rejection of this conduct by an individual is used as a factor in decisions affecting hiring, evaluation, promotion or other aspects of employment; or (2) this conduct unreasonably interferes with an individual's employment or creates an intimidating, hostile or offensive work environment. In the absence of mitigating circumstances such conduct is unlawful and a violation of this policy.

Examples of sexual harassment include but are not limited to:

- Unwanted and unwelcome sexual pressure, attention, invitation, requests or advances;
- Demands for sexual favors in exchange for employment benefits;
- Leering, making sexual gestures or displaying sexually suggestive objects, pictures, cartoons or posters;
- Sexual propositions, jokes, flirtations, innuendo or discussions of sexual activity (whether in conversation or through electronic or other means);
- Verbal abuse of a sexual nature, including but not limited to graphic verbal commentaries about an individual's body and sexually degrading words used to describe an individual;
- Inappropriate touching or other physical contact, including but not limited to patting, pinching or brushing against another's body;
- Suggestions to any employee that the employee's continued employment, future advancement or any other term or condition of the employee's employment will be adversely affected because the employee enters into or refuses to enter into a sexual relationship with the supervisor or manager; and

- Tangible employment decision made because of an individual's compliance with or failure to comply with sexual demands. Employment decisions include, but are not limited to, decisions concerning hiring, selection, promotion, continued employment, transfer, pay, tenure, discharge and discipline.

Employees with questions about this policy or complaints of violations should contact their supervisor, their Human Resources representative, the Dover Law Department or the Dover hotline (administered by a third-party service):

<https://secure.ethicspoint.com/domain/media/en/gui/28724/index.html> . Information provided by an employee under this policy will be handled confidentially to the fullest extent possible. It is Dover's policy to prohibit retaliation for making good faith reports under this policy. The Illinois Human Rights Department and the Illinois Human Rights Commission provide recourse and investigative complaint procedures and may be contacted at (312) 814-6200, https://www.illinois.gov/ihr/Pages/Contact_03.aspx or https://www.illinois.gov/dhr/AboutUs/Pages/contact_IDHR.aspx