



Anti-Harassment & Anti-Discrimination Policy (Grey Matter Solutions., LLC)

Preamble

Grey Matter Solutions (GMS) is committed to fostering a respectful, inclusive, and professional work environment where every individual is treated with dignity. This Anti-Harassment and Anti-Discrimination Policy reflects our commitment to equal opportunity, ethical conduct, and compliance with all applicable employment laws and regulations.

Our Commitment

GMS maintains a strict zero-tolerance stance toward harassment, discrimination, and retaliation in any form. We expect all employees, contractors, applicants, clients, vendors, and business partners to conduct themselves in a manner that promotes respect, professionalism, and integrity in all work-related interactions.

We believe that diversity and inclusion strengthen our organization and support a culture built on fairness, accountability, and mutual respect.

Scope & Standards

This policy applies to all individuals associated with GMS, regardless of role, employment status, or location. It covers conduct occurring at:

- Company offices
- Client locations
- Virtual or remote work environments
- Business travel
- Company-sponsored meetings or events

Prohibited conduct includes any action, behavior, or communication that creates an intimidating, hostile, humiliating, or offensive work environment based on legally protected characteristics.

Equal Opportunity

GMS is an equal opportunity employer. All employment decisions — including recruitment, hiring, promotion, compensation, training, discipline, and termination — are based solely on merit, qualifications, performance, and legitimate business needs.

We do not engage in unlawful discrimination on the basis of race, color, religion, gender, age, disability, nationality, marital status, sexual orientation, or any other characteristic protected by applicable law.



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Reporting & Non-Retaliation

GMS encourages individuals to report concerns or suspected violations of this policy through appropriate internal channels. All complaints will be reviewed promptly, fairly, and confidentially to the extent possible.

Retaliation against any individual who raises a concern in good faith or participates in an investigation is strictly prohibited. Any act of retaliation will be treated as a serious violation of company policy and may result in disciplinary action.

Policy Commitment & Accountability

Grey Matter Solutions is dedicated to maintaining a workplace culture where respect, professionalism, accountability, and equal opportunity are fundamental principles guiding our operations. Every individual associated with GMS shares the responsibility of upholding these standards and contributing to a safe and inclusive work environment.

By working together, we reinforce our commitment to integrity, ethical conduct, and a culture where everyone can perform and succeed without fear of discrimination, harassment, or retaliation.

Review

This policy will be reviewed periodically to ensure compliance with applicable laws and alignment with organizational needs.