



>\_OpenSats

**Open Sats Initiative, Inc.  
Equal Employment Opportunity / Non-Discrimination Policy**

The Open Sats Initiative, Inc. (referred to as "we," "us," or "our") is committed to providing equal employment opportunities and prohibiting discrimination in employment based on race, color, religion, sex (including pregnancy, childbirth, or related medical conditions), national origin, age, disability, genetic information, sexual orientation, gender identity or expression, or any other protected status under applicable law.

We are committed to creating a workplace that is free from discrimination, harassment, and retaliation. We will not tolerate discrimination, harassment, or retaliation of any kind against any employee, applicant, or third party.

Our commitment to equal employment opportunity and non-discrimination applies to all aspects of employment, including hiring, promotion, compensation, benefits, training, and termination.

We will take appropriate action to ensure compliance with this policy and applicable law, including investigating and addressing any complaints of discrimination, harassment, or retaliation.

We will also provide reasonable accommodations to qualified individuals with disabilities, unless doing so would impose an undue hardship on our operations.

All employees are responsible for complying with this policy and treating others with respect and dignity in the workplace.

Any employee who violates this policy will be subject to disciplinary action, up to and including termination.

We encourage all employees to report any concerns or complaints related to discrimination, harassment, or retaliation to their supervisor, the Human Resources department, or other designated reporting channels. We will investigate all complaints promptly and take appropriate action to address any violations of this policy.

This policy is not intended to limit or detract from any rights or remedies available under applicable law, including those related to filing complaints with regulatory agencies or pursuing legal action.

We will regularly review and update this policy to ensure that it remains consistent with legal requirements and our commitment to equal employment opportunity and non-discrimination.

If you have any questions or concerns about this policy, please contact [support@opensats.org](mailto:support@opensats.org).