



# United States Equal Employment Opportunity and Affirmative Action Policy

A vertical teal gradient background on the left side of the page. At the bottom, a water droplet is shown falling into a pool of water, creating a series of concentric ripples that spread outwards.

Like stones thrown into a pool of water,  
the choices we make create ripples that impact others

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The PCL family of companies is composed of a number of independent companies which operate in various construction markets, or geographic areas.





## Policy Purpose

The purpose of this policy is to supplement the Harassment and Discrimination Policy, in compliance with legislative requirements in the United States respecting equal employment opportunity and affirmative action.

[Read more about Harassment and Discrimination Policy](#)

## Application

This policy applies to all PCL personnel working in the United States.

## Meaning of Terms Used in This Policy

The term "veteran status" includes disabled veterans, recently separated veterans, other protected veterans, and Armed Forces service medal veterans.

The term "other protected veterans" includes veterans who served on active duty during a war, or in a campaign or expedition for which a campaign badge has been authorized.

The term "VEVRAA" means Vietnam Era Veterans' Readjustment Assistance Act.

## Equal Employment Opportunity

PCL companies are equal opportunity employers and will not discriminate against any employee or applicant for employment because of race, color, religion, sex, national origin, sexual orientation, age, disability or veteran status.

## Affirmative Action

PCL companies will take affirmative action to ensure that applicants for employment are employed and that employees are treated during employment without regard to race, color, religion, sex, national origin, sexual orientation, age, disability or veteran status. Such action shall include, but not be limited to, employment, upgrading, demotion, transfer, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation, and selection for training. All employment decisions will be based only on valid job requirements.

Employees and applicants for employment will not be subjected to

**WE BASE  
EMPLOYMENT  
DECISIONS ON  
VALID JOB  
REQUIREMENTS**



## No Retaliation

harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in:

- a. filing a complaint;
- b. assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of any federal, state or local law requiring equal opportunity for qualified individuals with disabilities or qualified protected veterans,
- c. opposing any act or practice made unlawful by Section 503 of the Rehabilitation Act, VEVRAA or other related federal, state or local laws or regulations requiring equal opportunity; or,
- d. exercising any other right protected by Section 503 of the Rehabilitation Act or VEVRAA or their implementing regulations.

## Equal Opportunity Officer

The president and chief operating officer, US Operations fully supports this policy and has assigned the director, Human Resources – PCL Construction Enterprises, Inc., as the equal opportunity officer, who will be available during normal business hours to discuss employment related problems and to review affirmative action programs.

**CALL US TO  
DISCUSS  
EMPLOYMENT  
RELATED  
PROBLEMS**

The director, Human Resources – PCL Construction Enterprises, Inc., has the responsibility to design and implement an internal audit and reporting system in accordance with federal regulations, in order to ensure the equal employment opportunity policy is being carried out, to submit reports relating to employment required by the government, and to keep records.



The managers of Finance and Administration assist in administering the affirmative action program of the PCL companies, and maintain copies of the written affirmative action program, which is available for inspection by employees and applicants for employment between the hours of 8:00 a.m. and 4:00 p.m. at any district office.

For additional information see the [Harassment and Discrimination Policy](#).





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...aspiring to be the most respected  
builder, renowned for:

- excellence
- leadership
- unsurpassed value

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November 20, 2013