



12420 STONEBRIDGE ROAD,
ROANOKE, IN 46783

VRA, INC. EQUAL EMPLOYMENT OPPORTUNITY STATEMENT

The policy of VRA, Inc. in accordance with all applicable laws is to recruit, hire, train and promote persons in all job titles without regard to race, color, religion, sex (including pregnancy and related conditions, sexual orientation, or gender identity), age, national origin, disability, genetic information (including family medical history or genetic tests or services), protected veteran status or any other basis prohibited by applicable law. VRA, Inc. also prohibits retaliation for filing a charge, reasonably opposing discrimination, or participating in a discrimination lawsuit, investigation or proceeding.

All employment decisions shall be consistent with the principle of equal employment opportunity, and only valid qualifications will be required.

All personnel actions, such as compensation, benefits, transfers, social and recreational programs *etc.*, will be administered without regard to race, color, religion, sex (including pregnancy and related conditions, sexual orientation, or gender identity), age, national origin, disability, genetic information (including family medical history or genetic tests or services), protected veteran status or any other basis prohibited by applicable law.

VRA, Inc. intends to provide a work environment that is pleasant, professional and free from intimidation, hostility or other offenses that might interfere with work performance. Harassment of any sort will not be tolerated. Workplace harassment can take many forms. It may be, but is not limited to, words, signs, offensive jokes, cartoons, pictures, posters, written materials, pranks, intimidation, physical assaults or contact, or violence. Retaliatory action against an employee for discussing or making a harassment complaint is also a form of harassment.

For more information, please see the following “Know Your Rights” postings:

- [Know Your Rights: Workplace discrimination is illegal \(eeoc.gov\)](https://www.eeoc.gov/knowledge-portal/employment-discrimination/employment-discrimination-is-illegal)
- [Conozca sus Derechos: La Discriminación en el Lugar de Trabajo es Ilegal | Comisión para la Igualdad de Oportunidades en el Empleo \(eeoc.gov\)](https://www.eeoc.gov/knowledge-portal/employment-discrimination/employment-discrimination-is-illegal)



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AVAILABILITY OF VRA, INC. VETERAN AND DISABLED AFFIRMATIVE ACTION PLAN FOR REVIEW

VRA, Inc. maintains an affirmative action plan for the purpose of proactively seeking employment and advancement of employment of qualified protected veterans and individuals with disabilities. VRA, Inc. welcomes the opportunity to make its employment applicants and employees more aware of VRA's obligations and affirmative action efforts. Upon request, VRA, Inc. will make accessible to you its affirmative action plan for protected veterans and individuals with disabilities. If you are interested, please submit a written request to: HRHelpdesk@verabradley.com and we can schedule a time for you to review this affirmative action plan during regular business hours.