

Equal Employment Opportunity has been and will continue to be a fundamental principle at Cross Country where employment is based upon personal capabilities and qualifications without discrimination because of race, color, religion, sex, sexual orientation, sexual identity, age, origin, disability, genetic information, veteran status, political affiliation, or any other protected characteristic as established by law.

Cross Country prohibits and will not tolerate any discrimination or harassment of any person based on any protected characteristic.

This policy of Equal Employment Opportunity applies to all policies and procedures relating to recruitment and hiring, compensation, benefits, work assignments, termination and all other terms and conditions of employment.

The Human Resources Department has overall responsibility for this policy and maintains reporting and monitoring procedures. Employee questions or concerns should be referred to the Human Resources Department.

Appropriate disciplinary action may be taken against any employee violating this policy.