Thales is a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended (VEVRAA) and Section 503 of the Rehabilitation Act of 1973, as amended (Section 503). As such, it is the policy of Thales to not discriminate and provide equal employment opportunity to applicants and employees without regard to race, color, religion, sex, national origin, age, disability, marital status, protected veteran status, sexual orientation, gender identity, genetic information or any other protected characteristic under applicable law. This policy relates to all phases of employment and personnel actions, including, but not limited to, recruiting, hiring, recruitment advertising, job application procedures, employment, placement, promotion, transfer, upgrading, demotion, reduction of workforce, award of tenure, layoff, recall, return from layoff, rehiring, termination, job assignments, job classifications, organizational structures, position descriptions, lines of progression and seniority lists, rates of pay or other forms of compensation and changes in compensation, selection for training including selection and financial support for training, apprenticeship, on the job training, professional meetings, conferences and other related activities and selections for leaves of absence to pursue training, leaves of absence, sick leave, any other leave, fringe benefits, the use of all facilities, participation in all company-sponsored employee activities including social or recreational programs, and any other term, condition or privilege of employment. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity or age limitations will be adhered to by the Company where appropriate.

As part of the company’s equal employment opportunity policy, Thales takes affirmative action to ensure that applicants are employed, and that employees are treated during employment, without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status or disability. Thales recruits, hires, trains and promotes persons in all job titles, and ensures that all other personnel actions are administered, without regard to protected status and ensures that all employment decisions are based only on valid job requirements.

In addition to federal law requirements, Thales complies with applicable state and local laws governing nondiscrimination in employment in every location in which the company has facilities. Thales also files yearly EEO-1 and VETS4212 Reports with the appropriate federal agencies.

Employees and applicants are not subjected to harassment, intimidation, threats, coercion, discrimination or any type of retaliation because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance review or evaluation, hearing or any other activity related to the administration of the affirmative action provisions of VEVRAA, Section 503, Executive Order 11246, or any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by VEVRAA, Section 503, Executive Order 11246, or any federal, state or local law requiring equal opportunity; or (4) exercised any other legal right protected by VEVRAA, Section 503, Executive Order 11246 or any federal, state or local law requiring equal employment opportunity.

The above-mentioned program policies are periodically brought to the attention of managers and are appropriately administered. The full affirmative action program policy, which includes top U.S. executive support, an audit and reporting system, and responsibility for the implementation of the affirmative action activities, is posted to bulletin boards and otherwise made available at specific locations.

It is the responsibility of each manager of the Company to ensure affirmative implementation of these policies to avoid any discrimination and provide equal employment opportunity and affirmative action
in employment. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies is a disciplinary offense.

To see our Affirmative Action Program(s) please call 703-519-6316.