

BLK Haven

Anti-Discrimination Policy for Contractors & Employees

I. OVERVIEW & SCOPE

BLK Haven of Chula Vista, California 91913, has established an Anti-Discrimination and Equal Employment Opportunity Policy ("EEO"). This EEO policy applies to all aspects of the relationship between BLK Haven and its contractors and employees, including, but not limited to, employment, recruitment, advertisements for employment, hiring and firing, compensation, assignment, classification of employees, termination, upgrading, promotions, transfer, training, working conditions, wages and salary administration, and employee benefits and application of policies. These policies apply to independent contractors, temporary employees, all personnel working on the premises, and any other persons or firms doing business for or with BLK Haven. Disciplinary action will be taken against any employee or agent in breach of this policy.

II. POLICIES

1. DISCRIMINATION. BLK Haven shall not tolerate, under any circumstances, without exception, any form of discrimination based on race, creed, religion, color, age, disability, pregnancy, marital status, parental status, veteran status, military status, domestic violence victim status, national origin, political affiliation, sex, predisposing genetic characteristics, sexual orientation, gender identity or gender expression, and any other status protected by the law. This list is not exhaustive. Job promotions will be offered to employees based on merit, experience, and other job-related criteria. For qualified people with disabilities, BLK Haven will make every effort to provide reasonable workplace accommodations that comply with applicable laws. All contractors, employees, managers, stakeholders, and agents at BLK Haven will comply with these anti-discrimination policies. In some cases, local laws and regulations may provide greater protection than those described in this policy.

2. REPORTING DISCRIMINATION & HARASSMENT. If a contractor or employee feels that he or she has been harassed as described in this policy, they should immediately report the matter to management or admin@blkhaven.com through any verbal or written means. Once the matter has been reported it will be promptly investigated and any corrective action will be taken when deemed appropriate. All complaints or unlawful harassment under this policy or otherwise will be handled in as confidential a manner as possible. Timely reporting is encouraged to prevent the re-occurrence of, or otherwise address, the behavior that violates this policy or law. Delays in reporting a complaint can limit the type of effectiveness of a response by BLK Haven. The procedure for reporting incidents of discriminatory or harassing behavior is not intended to prevent the right of any contractor or employee to seek a remedy under available state or federal law by immediately reporting the matter to the appropriate state or federal agency.

3. RETALIATION. Retaliation against any person associated with BLK Haven who reports instances of harassment - whether he or she is directly or indirectly involved - is in violation of BLK Haven's policies. All reported incidents are assumed to be made in good faith. Any allegations that are proven false will be treated as a serious matter.

4. DISCIPLINARY MEASURES FOR HARASSMENT. Any contractor or employee engaging in behavior that violates this policy will be subject to disciplinary action,

including the possible termination of employment or provider participation, whether or not an actual law has been violated.

5. REMEDIES. Remedies for any instances of verified employment discrimination, whether caused intentionally or by actions that have a discriminatory effect, may include back pay, hiring, promotion, reinstatement, front pay, reasonable accommodation, or other actions deemed appropriate by BLK Haven. Remedies can also include payment of attorney's fees, expert witness fees, court costs and other applicable legal fees.

6. POLICY IMPLEMENTATION. Implementation of this Policy will be effective as of November 05, 2022.

By:

Ashlee S. Wilson

Ashlee S. Wilson, CEO