

# CYA HR POLICIES

## **POLICY**

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**WORKPLACE SAFETY**

## **PURPOSE**

**STATEMENT IDENTIFYING YOUR COMPANY AS COMMITTED TO THE CREATION, ESTABLISHMENT AND ONGOING MAINTENANCE OF A SAFE WORKING ENVIRONMENT**

## **POLICY**

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**ANTI-DISCRIMINATION, ANTI-HARASSMENT AND ANTI-RETALIATION**

## **PURPOSE**

**STATEMENT IDENTIFYING YOUR COMPANY AS COMMITTED TO HOSTING AN EMPLOYMENT ENVIRONMENT OF ANTI-DISCRIMINATION, ANTI-HARASSMENT AND RETALIATION**

## **POLICY**

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**DRUG, TOBACCO AND ALCOHOL USE**

## **PURPOSE**

**STATEMENT IDENTIFYING YOUR COMPANY AS COMMITTED TO PROVIDING A SAFE, EFFICIENT, PRODUCTIVE, AND DRUG-FREE, TOBACCO-FREE AND ALCOHOL-FREE WORKPLACE FOR ALL EMPLOYEES.**

## **POLICY**

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**EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**

## **PURPOSE**

**STATEMENT IDENTIFYING YOUR COMPANY AS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER**