



Anti-Discrimination Policy

Manufacturing Enterprise Solutions Association International, Inc., (“MESA”) has adopted the following Anti-Discrimination Policy (“Policy”) for any person associated with MESA (hereinafter the “MESA Affiliates” or “Affiliates”).

I. Introduction

MESA is a not-for-profit organization that educates the marketplace on how and why to use Manufacturing Enterprise Solutions. In fulfilling its mission, MESA is committed to a zero tolerance discrimination policy.

II. Policy

MESA prohibits discrimination, harassment and bullying against any person because of age, ancestry, color, disability or handicap, national origin, race, religion, gender, sexual or affectation orientation, gender identity, appearance, matriculation, political affiliation, marital status, familial status, covered veteran status or any other legally protected group status.

MESA prohibits such discrimination, harassment or bullying whenever MESA Affiliates are conducting MESA business or participating in MESA events or activities. Retaliation against a person or persons complaining in good faith about discrimination, harassment or bullying in violation of United States federal, state or local law is also prohibited by MESA.

MESA further expects that all of its Affiliates will help to maintain an atmosphere that demonstrates sensitivity to cultural diversity and human dignity.

III. Definitions

Discrimination is defined as treating people differently, either preferentially or with adverse impact, because they have similar characteristics or because they are from specific groups, unless differential treatment is reasonable, essential and directly related to conducting MESA business.

Harassment is one form of discrimination. Harassment is defined as conduct that has the purpose or effect of unreasonably interfering with an individual's participation in MESA business or activities or creating an intimidating, hostile or offensive environment. Harassment occurs when submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of an individual's participation in MESA operations or activities or used as a basis for decisions affecting that individual's relationship to MESA.

Bullying is one form of harassment. Bullying consists of waging an ongoing and systematic campaign of interpersonal destruction against an individual or group of individuals that a reasonable person would find hostile, offensive and unrelated to MESA's legitimate business interests on the basis of one of the protected classes above. It tends to be an accumulation of many incidences over a long period of time, including treatment which persistently provokes, pressures, frightens, intimidates or otherwise discomforts another person.

Retaliation is defined as punitive actions taken against persons for reporting violations of MESA policies or laws.

IV. Mediation and Enforcements

MESA Executive Committee shall have the primary responsibility for the oversight of this policy including resolving complaints of discrimination, harassment, bullying, and retaliation.

An investigation shall be conducted to reach a determination on the merits of allegations, and the complainant shall be informed of the scope of the investigation and corrective measures taken. Disciplinary sanctions for violation of policy, which may range from disciplinary warning to termination or expulsion from MESA, will be imposed in accordance with applicable MESA policies.

MESA prohibits retaliation and discourages any behavior that might be perceived as retaliatory in nature. Retaliation shall constitute a separate violation and may result in a sanction independent of the outcome of a complaint.

MESA can take corrective action only when it becomes aware of problems. Therefore, MESA encourages persons who believe that they have experienced or witnessed

discrimination by a MESA Affiliate as prohibited by this policy to come forward promptly with their inquiries, reports, or complaints and to seek assistance from MESA.

Questions or comments about discrimination are directed to MESA Executive Committee. When a MESA Affiliate is found to have violated this Policy, he/she shall typically be suspended from further MESA activities until the MESA Executive Committee determine the proper reprimand or punishment based on the circumstances.

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