



## 2023 Reaffirmation of Equal Employment Opportunity and Affirmative Action Policies

### **Commitment to Nondiscrimination and Anti-Harassment/Anti-Bullying:**

Best Practice Associates dba Tria Federal, and all its subsidiaries, is committed to the principles of Equal Employment Opportunity and nondiscrimination. Tria Federal believes every person has the right to be treated with fairness, dignity, and equal consideration. To further this commitment, all company or company sponsored activities, must be implemented to ensure compliance with all applicable laws and regulations.

Best Practice Associates dba Tria Federal strictly prohibits discrimination based on any protected status, workplace harassment/bullying, and retaliation for filing a complaint or providing information related to a complaint. Best Practice Associates dba Tria Federal provides equal employment opportunity to all employees and applicants without regard to an individual's protected status: race/ethnicity, color, national origin, ancestry, sex/gender, gender identity/expression, sexual orientation, marital/parental status, pregnancy/childbirth or related conditions, religion, age, disability, genetic information, veteran status, or any other protected status. In addition, Best Practice Associates dba Tria Federal provides any employee or candidate for employment with an interactive process for the evaluation and consideration of any reasonable accommodations due to disability, pregnancy and/or sincerely held religious beliefs.

### **Affirmative Action Obligations:**

As a federal government contractor, and in accordance with applicable state and Federal laws, regulations and executive orders, Best Practice Associates dba Tria Federal is required to develop an annual written Affirmative Action Plans (AAPs) and is committed to employ and advance in employment qualified minorities, women, individuals with disabilities, and protected veterans (including but not limited to: disabled veterans, recently separated veterans, Armed Forces service medal veterans and active-duty wartime or campaign badge veterans).

### **Pay Transparency Notice:**

Best Practice Associates dba Tria Federal will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions may never disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge; (b) in furtherance of an investigation, proceeding, hearing or action, including an investigation conducted by the employer; or (c) consistent with Best Practice Associates dba Tria Federal's legal duty to furnish information.

The Sr. Director of HRIS and Compliance manages the company's EEO/AA programs and has been assigned to direct and oversee the establishment of the affirmative action plans throughout the company. Should you have questions regarding our AAPs or wish to view the available portion of the plans, please contact our EEO Compliance Office: [hr@triafed.com](mailto:hr@triafed.com).