



Equal Employment Opportunity (EEO) and Anti-Harassment Policy

AT&T is committed to an inclusive workplace free from discrimination and harassment. This Policy applies to all employees and extends protection to anyone we interact with, including customers and vendors.

- **Employment decisions are merit-based.** AT&T is an Equal Opportunity Employer. All decisions about hiring, pay, performance, promotion, and other employment decisions are based on merit and free from discrimination. Discrimination based on race, color, religion, religious creed, national origin, ancestry, age, sex, sexual orientation, gender, gender identity, gender expression, disability, medical condition, pregnancy (including lactation), genetic information, marital status, citizenship status, military/veteran status, or any other protected characteristic is prohibited.
- **Harassment of any kind is prohibited**, including conduct creating an intimidating or offensive environment through actions, statements, images, attire, social media, jokes, gestures, bullying, or ostracizing behavior.
- **Sexual harassment—including unwelcome romantic or sexual advances, requests for sexual favors, or sexually suggestive comments, material, or contact—is prohibited.** It is against this Policy, and the law, for any employee to suggest that dating or engaging in sexual conduct could result in a workplace benefit or that refusing to engage in sexual conduct will negatively affect the terms and conditions of employment. The Company provides anti-harassment training regularly, as required by law, which all employees must complete timely.
- **We provide reasonable accommodations** for disabilities, pregnancy and related conditions (including paid lactation breaks), and sincerely held religious beliefs unless it would pose an undue hardship.
- **Disclose relationships**, including friendships that may appear to give preferential treatment. More details in the Conflict of Interest Policy.
- **You may file charges with the EEOC or other agencies.** All external charges of discrimination or harassment should be immediately directed to the HR EEO group.
- **You may talk about pay, hours, benefits, or other terms and conditions of employment and engage in efforts to join, assist, or form a union.** This Policy does not stop anyone from exercising their Section 7 rights under the National Labor Relations Act or similar state law.
- **There are important notices for employees in certain states.** Employees (and their supervisors) in California, Delaware, Illinois, New Jersey, New York, Oregon, and Puerto Rico must view required notices.
- **Military leave is available per policy.**



Failure to Comply and Reporting a Concern

Failure to comply may result in disciplinary action, up to and including termination. All, including managers, must report any violation of this Policy to the AT&T Speak Up Line or Portal, Human Resources, or the Legal Department. AT&T promotes a speak-up culture and does not tolerate retaliation. The Company upholds the confidentiality of all reports received in accordance with applicable legal and ethical standards. For questions, contact Ask Compliance.