

EEO Policy Statement: Holland & Knight LLP

Holland & Knight LLP ("**H&K**" or "**Firm**") is committed to providing a work environment that is free from unlawful discrimination and harassment in any form. It is the Firm's policy to comply with all applicable laws that provide equal opportunity in employment for all persons and to prohibit unlawful discrimination in employment. In accordance with the provisions of federal and local laws, the Firm's policy is not to discriminate by reason of race, color, religion, sex, sexual orientation (including gender identity and/or expression), pregnancy, national origin, age, disability, veteran status, or any other factor prohibited by law.

The Firm will make reasonable accommodations for qualified individuals with disabilities unless doing so would result in an undue hardship. Persons with disabilities who are in need of accommodation are encouraged to discuss their needs with their Business Manager or local Human Resources representative.

This policy applies to all terms and conditions of employment, including, but not limited to, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training.

Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in any of the following activities:

1. Filing a complaint.
2. Assisting or participating in an investigation, compliance review, hearing or any other activity related to the administration of Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, as amended, Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998 or any other Federal, State or local law requiring equal opportunity for individuals regardless of race, gender, creed, color, age, religion, national origin, disability, or veteran status.
3. Opposing any act or practice made unlawful by Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, or its implementing regulations, Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998, or any other Federal, State or local law requiring equal opportunity for individuals regardless of race, gender, creed, color, age, religion, national origin, disability, or veteran status.
4. Exercising any other right protected by Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, or its implementing regulations, Section 4212 of the Vietnam Era Veterans Readjustment Assistance Act of 1974 or the Veterans Employment Opportunities Act of 1998.