



SEXUAL HARASSMENT/WORKPLACE HARASSMENT POLICY STATEMENT

Sexual/Workplace Harassment will not be tolerated. It is a violation of GEO's Sexual Harassment policy for any employee, customer, or contractor, male or female, to sexually harass GEO employees by:

- Making unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature a condition of an employee's employment; or
- Making submission to or rejection of such conduct the basis for employment decisions affecting the employee; or
- Creating an intimidating, hostile or offensive working environment by such conduct.

Workplace Harassment under this policy is verbal, non-verbal, or physical conduct that denigrates or shows hostility or aversion toward another individual or an employee's relatives, friends, or associates because of their race, religion, color, sexual orientation, gender identity, age, national origin, citizenship, disability, veteran status, marital status, gender, genetics or any other category protected by law, and that:

- Has the purpose or effect of creating an intimidating, hostile, offensive work environment;
- Has the purpose or effect of unreasonably interfering with an individual's work performance; or
- Otherwise adversely affects an individual's employment.

Harassment may take different forms. **To review the complete Sexual Harassment/Workplace Harassment Policy**, contact your facility Human Resources Representative.

How to File a Harassment Complaint:

Employees who believe they are the victims of harassment immediately must contact their direct manager/supervisor, Facility Administrator, corporate Human Resources, or the hotline, an independent, professional services that may be contacted 24 hours per day, 7 days per week, at the toll-free phone number (866-568-5425). Please keep in mind that for GEO to resolve a harassment complaint, it must investigate it, and thus the alleged harasser's and victim's names must be disclosed to the company.

It is a violation of GEO policy to retaliate against anyone who has filed a complaint of harassment. Retaliation includes but is not limited to harassing, intimidating, threatening, coercing or discriminating against an individual because they have complained of or reported witnessing harassment.

George C. Zoley
Chairman of the Board
Chief Executive Officer and Founder

1-9-19
Date