



NON-DISCRIMINATION POLICY

We believe there is strength in our differences. Our commitment to diversity and inclusion is the responsibility of our entire firm, and we actively engage our legal and administrative teams in our diversity and inclusion efforts. We do not discriminate against or allow harassment of employees or any applicant for employment because of race, color, national or ethnic origin, age, ancestry, religion, disability, gender, sexual orientation, gender identity and expression, veteran status or any other characteristic protected under applicable federal, state or local law. By actively promoting diversity, equity and inclusion, we are a better firm and committed partner to our clients and our communities.