

# SPEAK UP WITHOUT FEAR



Speaking up about concerns isn't always easy, but it helps us address potentially harmful behavior. We don't tolerate retaliation against anyone who speaks up. This means:

- No employee at any level may take action to punish or discourage an employee from speaking up or participating in an investigation.
- Retaliation could look like a pay cut, changes in shifts or locations, exclusion from meetings, demotion, termination or other negative acts.
- Any employee who engages in retaliation will be subject to disciplinary action.

**If you see or experience retaliation of any kind, speak up immediately to your manager or another internal resource.**

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