



Nondiscrimination Policy

1.0 Policy

Heat Wave provides equal employment opportunities to all employees and applicants without regard to race, color, religion, sex, national origin, age, gender identity, sexual orientation, disability, or veteran status, in accordance with applicable federal, state, and local laws. This policy applies with respect to all terms and conditions of employment, including hiring, compensation, benefits, layoffs, and termination.

Heat Wave seeks to create an atmosphere free of discrimination and harassment in any and all forms. To this end, Heat Wave expressly prohibits any form of unlawful employee harassment based on race, color, religion, sex, national origin, age, gender identity, sexual orientation, disability, or veteran status. All employees are responsible for assuring that this workplace is free from harassment or discrimination of any kind. Improper interference with the ability of Heat Wave's employees to perform their expected job duties in a healthy and safe environment will not be tolerated.