



NOTICE TO EMPLOYEES

This Notice is being posted pursuant to an agreement with the U.S. Equal Employment Opportunity Commission ("EEOC"), an agency of the U.S. Government.

- 1.) Steamship Trade Association and its members are prohibited from engaging in race discrimination against employees or job applicants in violation of Title VII;
- 2.) Steamship Trade Association and its members are prohibited from retaliating against any person because he/she/they testified in, cooperated with, or otherwise participated in the Title VII proceedings in this case;
- 3.) Steamship Trade Association and its members will provide mandatory training to certain employees regarding race discrimination prohibited by Title VII; and
- 4.) Steamship Trade Association and its members will undertake certain reporting, studies and recruitment efforts to further compliance with Title VII

The EEOC enforces the federal laws against discrimination in employment on the bases of race, color, sex (including sexual orientation, gender identity, and pregnancy, childbirth and related medical conditions), religion, national origin, age, disability, and genetic information. If you believe that you have been discriminated or retaliated against for opposing or reporting discrimination, you have a right under federal law to contact the EEOC and report that discrimination or retaliation. The EEOC can be reached at 800-669-4000, TTY for the hearing impaired at 800-669- 6820, or via email at info@eeoc.gov. The EEOC is a federal law-enforcement agency and charges no fees to receive and investigate complaints.

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE.

This Notice must remain posted for two (2) years from the date below and must not be altered, defaced, or covered by any other material.


David P. Hartman
President, Steamship Trade Association
of Baltimore, Inc.


Dated