

Equal Employment Opportunity Policy Statement

Integrated Protection Systems (IPS) is committed to a workplace that's free from discrimination. We abide by all federal and state laws—including Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), and relevant Ohio statutes. IPS does not discriminate in hiring, promotion, pay, benefits, training, or termination based on any protected characteristic including race, color, religion, sex, national origin, disability, age, military status, genetic information, or any other status protected by law.

Affirmative Action

Where required, IPS maintains affirmative action plans to proactively ensure equal opportunity for veterans, people with disabilities, and other protected groups. These go beyond nondiscrimination—helping us recruit, retain, and promote underrepresented individuals.

Required Postings

To meet federal, state, and local requirements:

- IPS will display all EEO posters in a prominent, accessible location (such as break rooms, lobbies, or entrances) in all offices—including Cincinnati, TN, KY, and remote sites where applicable.
- Remote employees will have electronic access to EEO materials via the company intranet or HR portal and will be provided guidance in this handbook on where to find these resources online.

Accessibility & Compliance

- Posters will be checked regularly to ensure they remain visible and up-to-date.
- Employees and applicants are encouraged to review these notices and understand their rights.
- If you believe you have experienced discrimination—or have questions—reach out to Human Resources or use the channels outlined in our EEO policy.

No Retaliation

IPS strictly prohibits retaliation against anyone who raises a complaint, participates in an investigation, or opposes discriminatory practices in good faith.