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***DIVERSITY POLICY***

At IHN, we recognize that diversity of the workplace fosters a richer and more innovative workplace and enhances client satisfaction. Welcoming employees with different backgrounds, ethnicities, and national origins is just the beginning of diversity at IHN.   
We realize that each individual is unique, and diversity is respecting the differences among us. In addition, IHN is committed to a work environment free from discrimination, intimidation and harassment. We are committed to a work environment that promotes opportunity for all and in which individuals are treated with respect and dignity.

***NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY***

IHN is committed to a work environment in which all individuals are treated with respect and dignity. Everyone has the right to work in a professional atmosphere that promotes equal employment opportunities and prohibits discriminatory practices, including harassment. Therefore, **IHN expects that all relationships among persons in the workplace will be business-like and free of bias, prejudice and harassment.** Any allegations of workplace harassment will be investigated thoroughly.

***EQUAL EMPLOYMENT OPPORTUNITY POLICY***

It is the policy of IHN to ensure equal employment opportunity without discrimination or harassment based on race, color, creed, religion, sex, sexual orientation, age, national origin, disability or any other characteristic protected by law**. IHN prohibits and will not tolerate any such discrimination or harassment.**