



Policy: Equal Employment Opportunity (U.S.)

REVISION DATE: MARCH 26, 2018

Travelers is committed to providing equal employment opportunity to all employees and applicants for employment free from unlawful discrimination based on race, color, religion, gender, age, national origin, disability, pregnancy, veteran status, marital status, sexual orientation, gender identity, genetic information, citizenship status or any other status or condition protected by local, state or federal law.

This policy applies to all terms and conditions of employment, including hiring, training, orientation, placement, discipline, promotion, transfer, position elimination, rehire, benefits, compensation, retirement and termination.

Responsibilities

An effective equal opportunity program can be achieved only with the support of those involved. Thus, all managers and employees are expected to create and support a nondiscriminatory work environment. Any employee who in good faith believes he/she has been subjected to or has witnessed discrimination should immediately report the matter to the company's attention as set forth below.

Guidelines for Reporting Discrimination

Employees have the company's support when reporting any allegations of discrimination. If an employee believes that he/she has been discriminated against or if he/she is aware of potential discrimination against others, the employee must report the situation immediately by notifying his/her direct manager, another manager in his/her business unit, his/her Human Resources generalist, Employee Relations at 860.277.7246 or by calling the Ethics Helpline at 866.782.1441. Similarly, managers who receive information that suggests a potential violation of this policy (e.g., inquiries or complaints about discrimination matters) should immediately report the matter to their Human Resources generalist or Employee Relations at 860.277.7246.

All incidents of prohibited discrimination that are reported to the company will be appropriately investigated in a thorough and timely manner. Investigations will be conducted with as much confidentiality as possible, in light of the company's need to fully investigate the matter and take appropriate corrective action. In some instances, however, it may be impossible to keep an individual's identity confidential because of the demands of conducting a thorough investigation or because of legal requirements. If the company determines that an individual has violated this policy, or that prohibited discrimination has occurred, appropriate disciplinary action, up to and including termination of employment, will be taken.

Anti-Retaliation

The company expressly prohibits retaliation against employees or managers who in good faith report complaints under this policy or assist, testify or participate in an investigation, proceeding or hearing related to a complaint under this policy. Further, the company will not knowingly permit retaliation to occur. Please refer to the company's [Whistleblowing and Non-Retaliation policy](#) for more detailed information.

Contact the Employee Services Unit (ESU) via [AskESU](#) or 800.441.4378 with questions about this policy.