

COSI PROVIDES EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of COSI to provide an atmosphere without discrimination or harassment in employment and in its operating procedures, so as to provide equal employment opportunity to all qualified persons regardless of race, color, religion, gender, sexual orientation, gender identity or expression, national origin, age, genetic information, disability, veteran status, or any other characteristic protected by law. COSI prohibits any such discrimination or harassment.

It is COSI's express policy to recruit, hire, train and promote the most qualified persons on the basis of merit and COSI staffing prerequisites. It is COSI's firm belief that our Equal Employment Opportunity Policy will be furthered in an environment of mutual trust where Team Members are encouraged to discuss their challenges with immediate Supervisors, Directors and/or Executive Leadership Team Members. As an employer, COSI has pledged to pursue this policy and Team Members will be expected to comply with this policy in every respect. It is equally the practice and policy of COSI to comply with all applicable federal, state and local labor laws.

COSI IS A HARASSMENT-FREE WORKPLACE

Discrimination and harassment are illegal!

All Team Members and Guests are officially notified:

- Discrimination and harassment of any kind will not be tolerated in our workplace.
- COSI complies with all applicable laws and regulations.
- COSI has a complaint procedure available to respond to any concerns promptly and thoroughly.
- Each Team Member is responsible for creating an atmosphere free of discrimination and harassment.
- Each Team Member is responsible for respecting the rights of co-workers and guests.

COSI IS A VIOLENCE-FREE WORKPLACE

All Team Members and Guests are officially notified:

- No forms of violence will be tolerated in our workplace.
- No threats of violence will be tolerated in our workplace.
- No weapons are allowed on our property, except those carried by on-duty law enforcement officers.

Report any suspicious behavior immediately to COSI Safety Services.

COSI requires all Team Members and Guests to comply and cooperate with this policy.

Your safety is important to COSI!