

## **Equal Employment Opportunity**

Dava Oncology is committed to providing equal employment opportunity to all qualified applicants and employees without regard to race, color, sex, religion, national origin, marital status, disability, age, citizenship status, veteran status, sexual orientation, gender identity or expression, or any other protected status in accordance with the requirements of all applicable federal, state and local laws. Furthermore, we will not tolerate any form of discrimination or harassment of our employees by co-workers, supervisors, customers, or vendors. These policies extend to all aspects of Dava Oncology's employment practices, including but not limited to, recruitment, hiring, discharge, promotion, transfers, compensation, benefits, training, leaves of absence, and other terms and conditions of employment.

Dava Oncology is also committed to complying with the laws protecting qualified individuals with disabilities. Dava Oncology will provide reasonable accommodation, consistent with applicable law, for any known physical or mental disability of a qualified individual with a disability, provided the accommodation does not create undue hardship for Dava Oncology or pose a direct threat to the health or safety of the individual or others in the workplace.

Dava Oncology values a work environment that is free of verbal or physical harassment. This includes any unwelcome comments or actions regarding race, color, sex, religion, national origin, marital status, disability, age, citizenship status, veteran status, sexual orientation, gender identity or expression, or other characteristics protected by applicable laws. This policy applies to conduct that is made a condition of employment; is used as a basis for employment decisions; creates an intimidating, hostile, or offensive working environment; or unreasonably interferes with an individual's work performance.

If you believe that you have been treated in a manner not in accordance with these policies, please notify Dava Oncology immediately. Dava Oncology takes all complaints of discrimination seriously, and you are encouraged to utilize this procedure without fear of reprisal.