



POLICY AGAINST DISCRIMINATION AND HARASSMENT

Worldwide Clinical Trials prohibits any form of discrimination or harassment on the basis of race, color, religion, national origin, sex (including pregnancy), age, disability, or any other characteristic or status protected by applicable law, rule or ordinance, including but not limited to Title VII and any applicable state counterpart. Discrimination or harassment on the basis of sex includes sexual harassment.

Worldwide Clinical Trials prohibits discrimination and harassment, including sexual harassment.

Worldwide Clinical Trials prohibits behavior that discriminates against any employee or applicant for employment on the basis of race, color, religion, national origin, sex, age, disability, or any other characteristic or status protected by applicable law, rule or ordinance.

Prohibited harassing behavior is any unwelcome verbal or physical conduct when such conduct is discriminatory (i.e., pertains to, or is motivated by, a characteristic protected by law) and when submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment. Worldwide Clinical Trials also prohibits any act, policy or practice that has the effect of harassing or intimidating any employee based on any applicable protected characteristic or status.

Harassing behavior includes unwelcome discriminatory conduct of a verbal or physical nature when such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. For example, harassment can include unwelcome verbal, visual, or physical conduct of a sexual or discriminatory nature, such as unnecessary touching of an individual; graphic or verbal commentaries about an individual's body, skin color, or ethnicity; degrading verbal abuse; a display in the workplace of sexually suggestive or otherwise offensive objects or picture; offensive jokes; and physical assault. The harassment may also include, among other things, unwelcome propositions, flirtations, and requests--whether express or implied--for sexual favors.

Sexual harassment also includes any unwelcome sexual advances, requests for sexual favors, or other conduct of a verbal or physical nature when submission to or rejection of such conduct by an individual is used as the basis for an employment decision affecting that individual. No supervisor or other employee shall threaten or insinuate that another employee's or applicant's refusal to submit to sexual advances will adversely affect any aspect of that person's employment. Similarly, no employee shall promise, imply, or grant any preferential treatment to another employee or applicant in exchange for engaging in sexual conduct.