



Equal Employment Opportunity and Affirmative Action Policies

1. Cromwell Architects Engineers, through its responsible managers, recruits, hires, trains, and promotes in all job titles without regard to race, color, gender, religion, sex, age, national origin, marital or parental status, military or veteran's status, sexual orientation, gender identity, or disability, except when a reasonable accommodation (where applicable) is unavailable and/or it is a bona fide occupational qualification.
2. Managers shall ensure that all personnel actions such as compensation, benefits, layoffs, returns from layoffs, Cromwell-sponsored training, reimbursement of exam fees, licenses, tuition assistance, and social and recreational programs shall be administered without regard to race, color, gender, religion, sex, age, national origin, marital or parental status, military or veteran's status, sexual orientation, gender identity, or disability, except when a reasonable accommodation (where applicable) is unavailable and/or it is a bona fide occupational qualification.
3. Managers shall base employment decisions on the principles of equal employment opportunity for all and with the intent to further Cromwell's commitment to affirmative action (where required by law) and equal employment. At no time will any covered employee, or covered applicant for employment, who exercises in good faith his/her rights pursuant to this policy be subject to discipline, or have his/her opportunities for employment adversely affected.
4. Managers shall take affirmative action to ensure that qualified persons with a disability, disabled veterans, qualified Vietnam era veterans, recently separated veterans, and veterans who served active duty in the Armed Forces during a war or in a campaign or expedition for which a campaign badge has been authorized, are introduced into the workforce, are encouraged to aspire for promotion, and are considered as promotional opportunities arise.
5. Cromwell invites any employee or any applicant for employment to review Cromwell's written Affirmative Action Program. The AAP is available for review on the Cromwell Portal. Any questions should be directed to Greg Cockmon, your supervisor, or the EEO Manager.
6. Employees are invited to self-identify as disabled, or status as a qualified covered Veteran. This self-identification is strictly voluntary, confidential and will not result in retaliation.
7. In accordance with 41 CFR 60-1.8, Cromwell does not, and will not, maintain any facilities it provides for its employees in a segregated manner. Cromwell does not or will not permit its employees to perform their services at any location, under the contractor's control, where segregated facilities are maintained and will obtain a similar certification before awarding any covered subcontract.
8. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint in good faith; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503 of the Rehabilitation Act of 1973, as amended, the Vietnam Era Veterans' Readjustment Assistance Act of 1974 (VEVRAA), as amended, Jobs for Veterans Act of 2002, or any other federal, state or local law requiring equal opportunity for disabled persons or qualified covered veterans or; (3) opposing any act or practice made unlawful by Section 503, VEVRAA or its implementing regulations in this part or any other federal, state or local law requiring equal opportunity for disabled persons or for special disabled veterans or covered veterans; or (4) exercising any other right protected by Section 503 or its implementing regulations in this part or any other right protected by VEVRAA or its implementing regulations in this part.

A handwritten signature in black ink that reads "Gregory B. Cockmon".

Gregory B. Cockmon, AIA
Chief Executive Officer, Cromwell Architects Engineers
January 2026