**Toolbox Talk – Race Discrimination**

* We aspire to have a workplace free of discrimination, including discrimination based on race.
* The type of discrimination that violates our policies includes factoring in race, or any protected class, into the basis of an employment decision.
* For example, our policies prohibit a supervisor from terminating, demoting, or disciplining an associate because the associate is Black.
* It also violates our policies to distinguish between associates or treat them differently, on the basis of race.
* For example, it would be against Company policy to give raises to only white associates and no one else, because the associates are white.
* But to be clear, on the other hand, it would not be prohibited discrimination for managers to distinguish or notice differences between associates based on their work experience, their skill sets, or their work performance.
* For example, a manager might discipline Juan for missing a deadline, but not discipline Joey who missed the same deadline, because Juan has repeatedly missed deadlines and Joey has never missed a deadline.
* However, it would violate our policies, if in that example, both Juan and Joey had the same history of meeting deadlines, and the manager only disciplined Juan because Juan is Hispanic.
* Along with that, the Company prohibits race discrimination or harassment by coworkers.
* That includes, using racial slurs in the workplace, horse play and joking with racial undertones, and it includes the use of hate symbols.
* Hate symbols include things like swastikas, nooses, unequal signs, confederate flags, race-based cartoons and images, and racially hostile signs.
* If you see or experience race discrimination, harassment, or you see hate symbols in the workplace, please immediately report it to a supervisor, Human Resources, the Legal and Compliance department, or call RPM’s hotline.