

**Acknowledgement for**

**EEO and Non-Harassment Policy IT Acceptable Use Policy**

**Contingency Workers**

**(Temporary Staffing Agency, Independent Contractors, Outsource Vendors, Client or Joint Venture Partners)**

Welcome to your Black & Veatch assignment or association. While you are on Black & Veatch premises or projects, we want you to be comfortable in our professional environment. This means you should not engage in, and be free of any kind of harassment or inappropriate behavior. We also require that you comply with certain standards of appropriate behaviors, and that you do not inappropriately use Black & Veatch’s electronic systems.

To support both of these goals, we have attached the following policies that help define your rights and our expectations concerning Non-Harassment and appropriate use of

Black & Veatch’s systems. Nothing in this Acknowledgement, any other document or oral information you have received, is intended to imply or create an employment relationship with Black & Veatch.

Please sign below that you acknowledge receiving this information.

Name: Krishnaveni Boya (Print)

Signature: Krishnaveni Boya

Date signed: 02/06/2021

Please return to:

Mirna Duncan, P6D2 Black & Veatch

Human Resources Staffing Department Overland Park, KS