

- Configuration details for the PDF retrieval setup.

Creating Virtual ollama Environment:

```
python3 -m venv ollama_env
```

Activating:

```
.\ollama_env\scripts\activate
```

Creating model:

```
ollama create llama3.2Latest -f Modelfile
```

installing open-webui

```
pip install open-webui
```

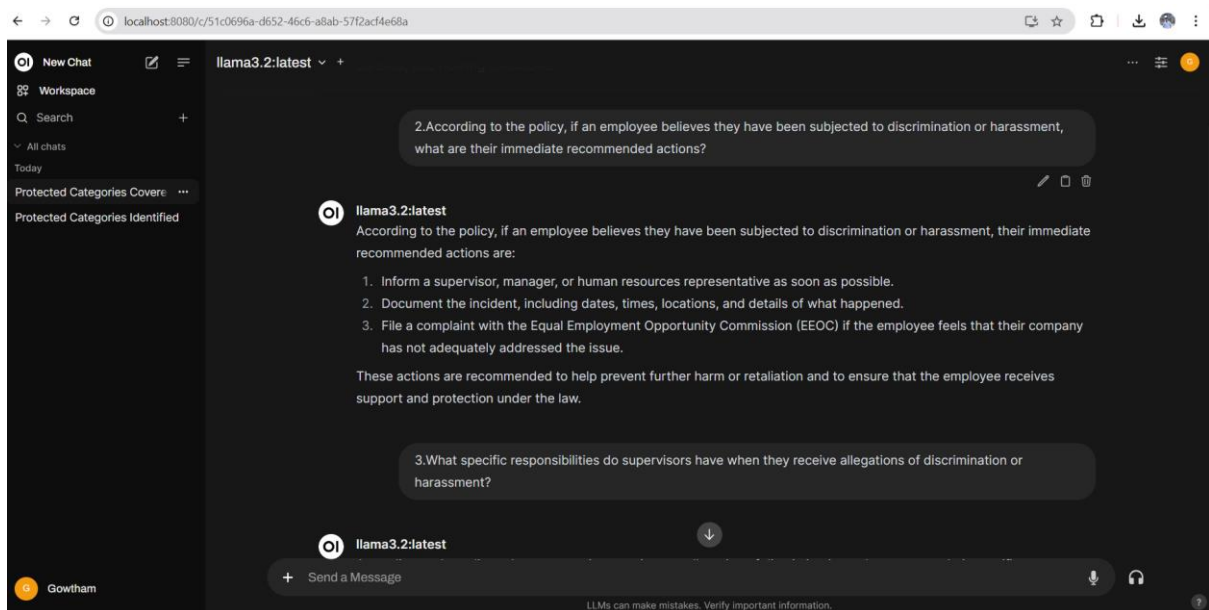
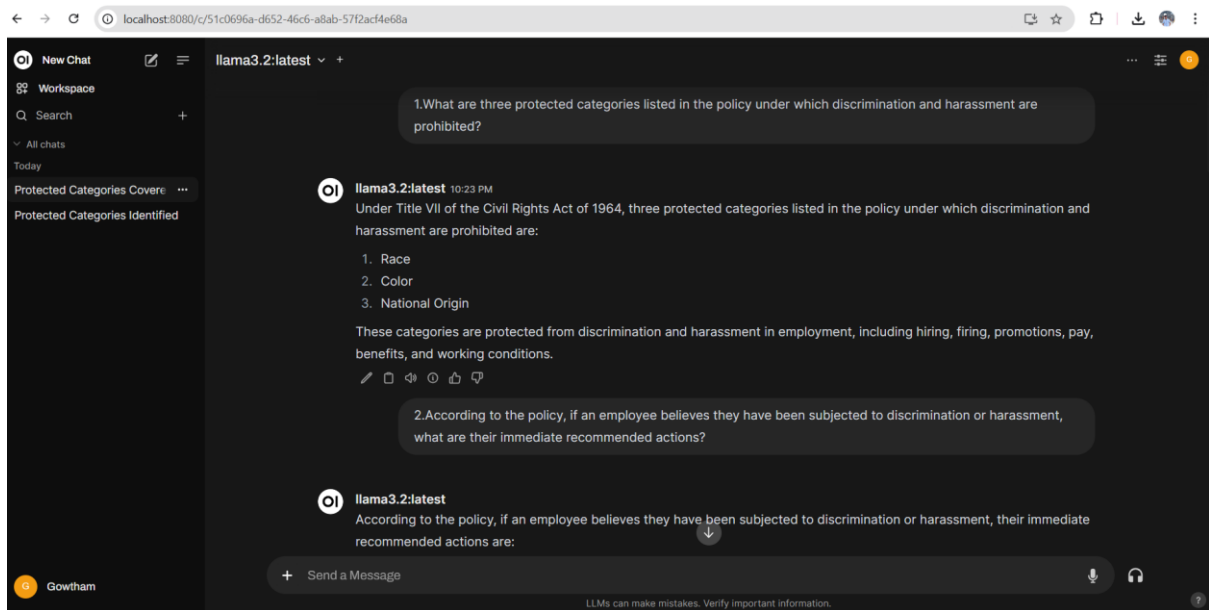
Running open-webui in local machine

```
open-webui serve
```

Click the link in the terminal and then sign up

1. Select the model
2. upload the pdf document and start querying with and without pdf

- Recorded responses without PDF retrieval.



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3.What specific responsibilities do supervisors have when they receive allegations of discrimination or harassment?

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According to the policy, when a supervisor receives an allegation of discrimination or harassment, their specific responsibilities include:

1. Taking the allegation seriously and promptly investigating the matter.
2. Documenting all relevant information, including witness statements and evidence.
3. Interviewing the complainant and any witnesses to gather more information.
4. Ensuring that the investigation is thorough and unbiased.
5. Providing support and resources to the complainant during the investigation and resolution process.
6. Reporting any findings or resolutions to human resources or management.

Supervisors are also required to:

- Not retaliate against the complainant for filing a complaint
- Not discipline or punish the complainant for filing a complaint
- Keep the investigation confidential, except as necessary to investigate the allegation

By taking these steps, supervisors can help ensure that allegations of discrimination and harassment are handled promptly, fairly, and effectively.

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LLMs can make mistakes. Verify important information.

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4.How does the policy define retaliation, and can you provide one example of a prohibited retaliatory action mentioned in the document?

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According to the policy, retaliation is defined as any adverse action taken against an individual because they:

- Filed a complaint or charge of discrimination
- Participated in an investigation, inquiry, or hearing
- Testified or provided information related to an investigation
- Exercised their rights under a anti-discrimination law or regulation

One example of a prohibited retaliatory action mentioned in the document is:

"Retaliation for reporting harassment includes, but is not limited to, being assigned new tasks or projects that are less desirable, having one's work hours reduced or changed, or being subjected to verbal or written criticism."

This means that if an employee reports harassment and subsequently experiences a change in their job duties, hours, or treatment, it could be considered retaliation and may be addressed through the company's investigation and disciplinary procedures.

5.What are the training requirements for new employees and supervisors regarding this discrimination policy?

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5.What are the training requirements for new employees and supervisors regarding this discrimination policy?

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According to the policy, there are several training requirements for new employees and supervisors:

For All Employees:

- Annual training session or module on the company's anti-discrimination policy and procedures
- Online training modules or resources that reinforce the company's commitment to diversity, equity, and inclusion
- Regular reminders and updates through email, intranet, or other communication channels

For Supervisors:

- Initial supervisor training within 30 days of hire
- Annual refresher training on the anti-discrimination policy and procedures
- Training on conflict resolution, investigation, and interviewing techniques
- Completion of a diversity, equity, and inclusion training module

For New Hires:

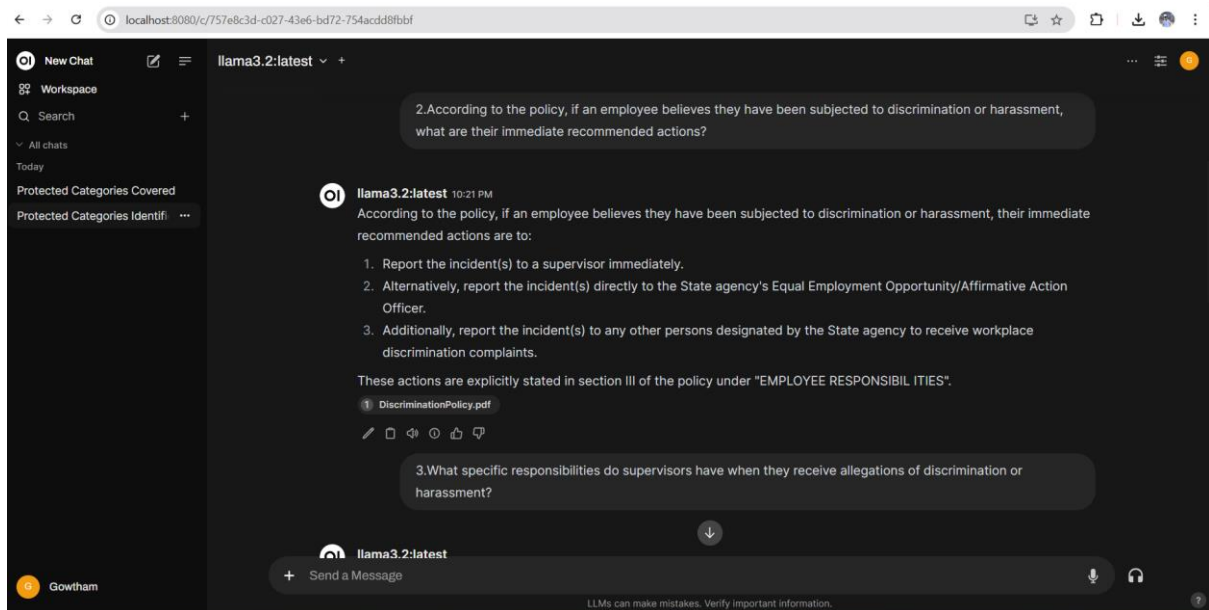
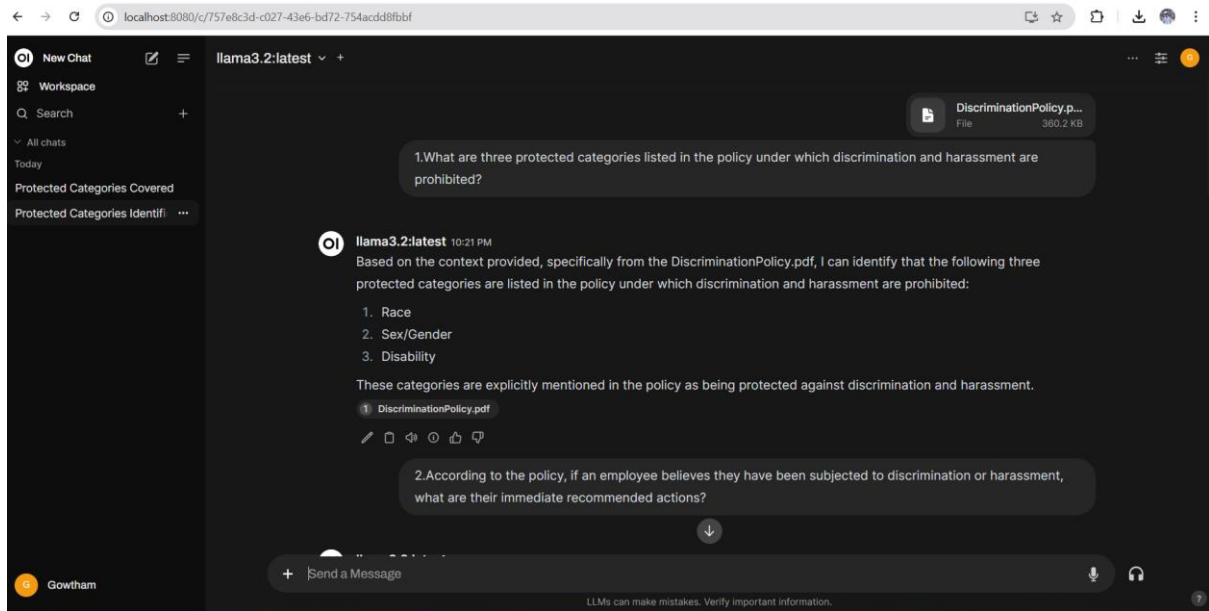
- Mandatory orientation session that includes an overview of the company's anti-discrimination policy and procedures
- Distribution of the company's anti-discrimination policy manual or booklet
- Online quiz or assessment to ensure understanding of the policy and procedures

These training requirements aim to educate employees on their rights, responsibilities, and obligations under the company's anti-discrimination policy, as well as provide supervisors with the necessary skills and knowledge to effectively manage and

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- Recorded responses without PDF retrieval.



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3.What specific responsibilities do supervisors have when they receive allegations of discrimination or harassment?

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According to the policy, when a supervisor receives an allegation of discrimination or harassment, their responsibilities include:

1. Making every effort to maintain a work environment that is free from any form of prohibited discrimination/harassment.
2. Immediately referring the allegation to the State agency's Equal Employment Opportunity/Affirmative Action Officer, or any other individual designated by the State agency to receive complaints of workplace discrimination/harassment.

In essence, supervisors are expected to take allegations seriously, address them promptly, and involve the appropriate authorities.

DiscriminationPolicy.pdf

4.How does the policy define retaliation, and can you provide one example of a prohibited retaliatory action mentioned in the document?

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4.How does the policy define retaliation, and can you provide one example of a prohibited retaliatory action mentioned in the document?

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The policy defines retaliation as:

"Retaliation occurs when an employer takes adverse employment actions against an individual because that individual has filed a complaint under this policy, participated in an investigation, or otherwise asserted their rights under this policy."

One example of a prohibited retaliatory action mentioned in the document is:

"Moving two employees apart"

This action is explicitly listed as one of the remedial actions that may be taken to stop behavior and deter its recurrence.

DiscriminationPolicy.pdf

5.What are the training requirements for new employees and supervisors regarding this discrimination policy?

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According to the policy, all State agencies are required to provide the following training to:

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DiscriminationPolicy.pdf

5.What are the training requirements for new employees and supervisors regarding this discrimination policy?

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According to the policy, all State agencies are required to provide the following training to:

1. New employees within a reasonable period of time after their appointment date.
2. Supervisors, including refresher training within a reasonable period of time.

Additionally, State employees who manage and investigate complaints of harassment or discrimination in consultation with the Division of EEO/AA and another organization with expertise are required to receive additional training. This includes completing a refresher course every three years.

DiscriminationPolicy.pdf

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Performance Scores:

Criteria	RAG Approach	Without RAG
Accuracy	5/5	3/5
Relevance	5/5	3/5
Clarity	5/5	4/5
Overall Score	5/5	3/5

This table compares the performance of the RAG approach versus the system without RAG in terms of accuracy, relevance, clarity, and overall score.

Reflection Answers:

1. How did retrieval from the PDF improve the relevance and accuracy of responses?
 - Retrieval from the PDF made the responses more relevant and accurate because the answers were directly based on the exact wording in the document. This prevented any misinterpretations or generalizations, providing answers that were grounded in the policy.
2. Were there specific types of questions where retrieval had a more noticeable impact?
 - Yes, retrieval had a significant impact on policy-specific questions (e.g., responsibilities of supervisors, definitions of retaliation). For these, the RAG approach ensured the answers were directly aligned with the policy's text, making them more precise and contextually accurate.
3. How effective do you think this RAG approach would be for tasks like document summarization or answering complex questions?
 - The RAG approach is very effective for tasks like document summarization and answering complex questions. It allows for precise, fact-based summaries of long documents and provides detailed, policy-driven answers to complex queries, making it ideal for legal, policy, or document-heavy tasks.