

Affirmative Action and Equal Employment Opportunity Policy

Viper Landscaping reaffirms its belief and commitment in equal employment opportunity for all employees and applicants for employment in all terms and conditions of employment.

As part of the Viper Landscaping's commitment to this overall process, it will ensure all aspects of employment remain free of illegal discrimination based upon race, color, religion, sex, sexual orientation, gender identity, national origin, disability (as defined under Section 503 of the Rehabilitation Act of 1973), protected veteran status (as defined under Vietnam Era Veterans' Readjustment Assistance Act of 1974), or a person's relationship or association with a protected veteran, including spouses and other family members. Viper Landscaping ensures all employment decisions are based only on valid job requirements.