



# HARASSMENT, DISCRIMINATION, AND RETALIATION PREVENTION NOTIFICATIONS ACKNOWLEDGMENT

To be signed upon start of service.

**POSTED: [www.futures-explored.org](http://www.futures-explored.org) → Independent Contractors → Required Reading for Independent Contractors**

This is to acknowledge that I have received a copy of and/or will access on the Futures Explored website the following Harassment/Discrimination Notifications and Policies:

- “DFEH-151 Discrimination is Against the Law”**, distributed by the Department of Fair Employment & Housing
- “DFEH-162 California Law Prohibits Workplace Discrimination and Harassment”**, distributed by the Department of Fair Employment & Housing
- “DFEH-185 Sexual Harassment - The Facts”**, distributed by the Department of Fair Employment & Housing
- “Harassment, Discrimination, and Retaliation Prevention”**
- “Complaint/Grievance Procedure”**

I understand these DFEH notifications and agency policies contain important information about the “Harassment, Discrimination, and Retaliation Prevention” policy of Futures Explored as well as my obligations as an Independent Contractor. I acknowledge that I am expected to adhere to California State law as well as company policies and will continue to familiarize myself with the material in the pamphlets.

If I have any questions or need to report a complaint, I will follow the Complaint/Grievance Procedure. I may describe my complaint in writing and present it to Human Resources. A link is posted on the Futures Explored website for this purpose:

**[www.futures-explored.org](http://www.futures-explored.org) → Member Grievances**



By signing below, I acknowledge receipt of Futures Explored’s “Harassment, Discrimination, and Retaliation Prevention” policy. I understand that I am expected to comply with this policy throughout my relationship with Futures Explored. I understand and agree that I will comply with the complaint process set forth in the event I experience harassment.

Printed Name \_\_\_\_\_ Location \_\_\_\_\_

Independent Contractor Signature \_\_\_\_\_ Date \_\_\_\_\_

Director/Coordinator Signature \_\_\_\_\_ Date \_\_\_\_\_