

REVOHA Equal Employment Opportunity (EEO) Policy

Equal Employment Opportunity Statement

REVOHA LLC ("REVOHA") is committed to fostering a workplace culture built on respect, inclusion, fairness, and equal opportunity.

REVOHA provides equal employment opportunities to all employees and applicants for employment without regard to race, color, religion, creed, sex, pregnancy, sexual orientation, gender identity or expression, national origin, ancestry, citizenship status, age, disability, genetic information, marital status, military or veteran status, or any other characteristic protected by applicable federal, state, or local law.

Employment decisions at REVOHA, including recruitment, hiring, promotion, compensation, benefits, training, transfers, layoffs, discipline, and termination, shall be based on qualifications, merit, business needs, and performance.

REVOHA prohibits discrimination, harassment, and retaliation in any form and is committed to maintaining a work environment where all individuals are treated with dignity and respect.

Commitment to Equal Opportunity

REVOHA actively promotes equal access to employment opportunities and seeks to cultivate a workforce that reflects diverse perspectives, experiences, and backgrounds. We believe that diversity strengthens innovation, enhances collaboration, and supports our mission of helping individuals and organizations build resilience and personal growth.

Recruitment and Hiring

REVOHA will recruit, interview, hire, and promote individuals based solely on job-related qualifications and business needs. Recruitment efforts will be conducted in a manner that encourages applications from qualified candidates from diverse communities and backgrounds.

Employee Development and Advancement

All employees shall have equal access to training, professional development, mentorship, and advancement opportunities. Decisions regarding promotions, transfers, compensation adjustments, and performance recognition shall be made without discrimination.

Workplace Harassment and Retaliation

REVOHA maintains a zero-tolerance policy for unlawful harassment, discrimination, or retaliation.

Employees who believe they have experienced discrimination, harassment, or retaliation are encouraged to report concerns promptly. Reports will be reviewed fairly and confidentially to the extent possible. Retaliation against any individual who raises a concern or participates in an investigation is strictly prohibited.

Accessibility and Reasonable Accommodation

REVOHA will provide reasonable accommodations to qualified individuals with disabilities and to employees with sincerely held religious beliefs, practices, or observances, consistent with applicable law.

Employees requiring accommodations are encouraged to communicate their needs to management so that appropriate accommodations may be considered.

Responsibility and Accountability

Leadership at REVOHA is responsible for ensuring compliance with this policy and promoting a workplace culture consistent with its principles.

The President and Founder of REVOHA, or a designated Equal Employment Opportunity Officer, shall oversee implementation of this policy, review concerns related to equal employment opportunity, and ensure ongoing compliance with applicable employment laws.

Policy Review

This policy shall be reviewed periodically and updated as necessary to ensure continued compliance with federal, state, and local employment regulations and to support REVOHA's commitment to an inclusive and equitable workplace.

Approved By: Linda Erzah, Founder & President

Organization: REVOHA LLC

Effective Date: 6/23/2026

Review Date: 6/23/2026