

EEO and Affirmative Action

PUBLISHED: MAY 3, 2017

UPDATED: FEBRUARY 10, 2021

ADI ensures Equal Employment Opportunity (EEO) to all qualified applicants and employees in accordance with applicable state and federal laws by prohibiting discrimination in employment due to any legally protected category including, but not limited to race, color, religion, religious creed, sex, national origin, ancestry, age, physical or mental disability, medical condition, genetic information, military or veteran status, marital status, pregnancy, gender, gender expression, gender identity, sexual orientation, or status in any other group protected by federal, state, or local law. ADI also makes reasonable accommodations for disabled employees and applicants, and for the religious beliefs and practices of employees and applicants, as required by law. Further, it is ADI's policy that all Human Resources practices, such as compensation, benefits, recruitment, hiring, transfers, promotions, layoffs, recalls, company sponsored training, tuition assistance and social and recreational programs are administered according to the principles of EEO.

ADI is a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) and Section 503 of the Rehabilitation Act of 1973, as amended (Section 503). ADI is committed to equal employment opportunity, and it is ADI's policy to take affirmative action to employ and advance in employment minorities, females, protected veterans and individuals with disabilities. Further, ADI will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship.

ADI ensures that all employment decisions are based only on valid job requirements. Employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of section 503, VEVRAA, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act of practice made unlawful by section 503, VEVRAA, or their implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by section 503, VEVRAA or their implementing regulations.

ADI's Chief Executive Officer supports our company's affirmative action program. He

has delegated responsibility for implementing our affirmative action program to the Chief People Officer or designee.

Our affirmative action program contains an audit and reporting system which enables us to measure the effectiveness of our program, indicate any need for remedial action, determine the degree to which our objectives have been attained, determine whether protected veterans and individuals with disabilities had had the opportunity to participate in company-sponsored activities, measure our compliance with the program's specific obligations, and document actions taken to comply with these obligations.

ADI's employees and applicants may review the non-confidential portions of the affirmative action plans during regular business hours. Please contact HR Connections at 781-937-2500 or email at ConnectionsHRServices@analog.com to review the affirmative action plan.