

## Work Environment Policy (U.S.)

### Overview

We are a global airline made up of a diverse workforce. We should celebrate our differences and nothing less. Respecting one another is a core value of our culture.

We will not tolerate discrimination, harassment, intimidation, bias-related behavior, threats of workplace violence, or other inappropriate behavior. Nor will we tolerate retaliation against anyone who speaks up about, reports, or participates in an investigation involving discrimination, harassment, retaliation, or any inappropriate behavior.

American strictly prohibits discrimination and harassment based on race, color, religion or religious creed, gender, marital status, gender identity, gender expression, sexual orientation, national origin, ancestry, ethnic origin, citizenship, age, military and protected veteran status, genetic information, pregnancy, disability, medical condition, or any basis protected by law.