

ANTI-HARRASSMENT POLICY STATEMENT

Interim HealthCare has been and will continue to be committed to providing a work environment where all employees are treated with dignity and respect. We maintain our unequivocal commitment that harassment on the basis of an employee's race, religion, color, national origin, citizenship, marital status, sex, age, sexual orientation, Vietnam Era or disabled veteran status, or the presence of a non-job related physical, mental, or sensory disability, or any other protected status does not occur and will not be tolerated at Interim.

Prohibited harassment is verbal or physical conduct that shows hostility toward an individual and includes derogatory comments, slurs, jokes, innuendoes, cartoons, or physical harassment which is based on an employee's protected class membership. Harassment also includes negative actions based on an employee's participation in activities identified with or promoting the activities of a protected group.

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of employment, (2) submission to or rejection of such conduct is used as the basis for employment decisions, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or performance or creating an intimidating, hostile or offensive working environment.

Every manager or supervisor is held accountable in ensuring that the spirit and intent of our Company's goals and harassment policies are achieved. Employees have the right to be free from harassment on the job either from co-workers or management.

If you believe you are being harassed, notify your immediate supervisor or the Human Resources Department. They will take the appropriate steps to ensure the situation is immediately corrected. All information will be handled in a confidential manner. Employees will not be retaliated against in any way for complaining about harassment. Harassment is a violation of federal and state law, and Company policy. Anyone found to be involved in such conduct will be subject to disciplinary action up to, and including, termination.

This statement reaffirms our dedication to the principles of providing all employees with a positive work environment. Our expectation is that all employees will lend their full support to further the Company's success through the implementation of these principles.

The company will update and reaffirm this harassment Policy Statement periodically as necessary.