



BNY MELLON

Notice of Affirmative Action Programs and Notice to Veterans and Individuals with Disabilities

**Affirmative Action
Statement**

The Corporation, its subsidiaries, affiliates and related companies are affirmative action employers and maintain affirmative action programs consistent with obligations under Executive Order 11246, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, the Rehabilitation Act of 1973, as amended, and the Jobs for Veterans Act.

Covered Veterans

The Corporation is committed to providing affirmative action opportunities to employ and advance in employment veterans protected by these federal laws.

These laws covers certain classifications of veterans:

- Veterans who served on active duty during a war or in a campaign or expedition for which a campaign badge has been authorized;
- Veterans who received an Armed Forces Service Medal under Executive Order 12985;
- Recently separated veterans who served on active duty and have been released or discharged within the past three years;
- Veterans of the Vietnam Era
- Disabled veterans covered under the same test specified for the Americans with Disabilities Act or the Rehabilitation Act of 1973.

**Invitation to
Self-Identify**

If you are a disabled individual as defined by the Americans with Disabilities Act or the Rehabilitation Act or a covered veteran and believe that you qualify for consideration under any of the Corporation's affirmative action programs, you may self-identify now or anytime in the future by contacting your Human Resource Business Partner, the Manager of Affirmative Action Compliance or the Human Resources Client Service Center at 1-800-947-4748 or (412) 236-HR4U.

Submission of this information is voluntary and refusal to provide it will not subject you to any adverse treatment. Be assured that your self-identification will be kept in confidence and will only be used in accordance with government regulations.

Complaints

Any employee who believes there has been a violation of this policy and program should promptly present the complaint orally or in writing to any appropriate level of management or Human Resources he/she believes will best be able to fairly address the problem. An impartial investigation will be conducted and, if appropriate, corrective action will be taken.

**Protection from
Retaliation**

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion, retaliation, or discrimination for filing a complaint or assisting in an investigation. Employees who violate this policy will be subject to corrective action, up to and including termination.

Responsibility

The Manager Affirmative Action Compliance is responsible for this policy and program.

**Program Review/
Questions**

This is a summary of the policy. For detailed information, refer to the full policy posted on the BNY Mellon Intranet site. The affirmative action program may also be reviewed in the Human Resources Department during normal business hours. Employees should contact your Human Resources Business Partner or the Human Resources Client Service Center at 1-800-947-4748 or (412) 236-HR4U (4748).