

## **Policy Prohibiting Harassment**

For many years AEP has had a written policy on equal employment opportunity. This policy addresses the company's position regarding all aspects of the work relationship. Our company is committed to ensuring an environment that is fair and respectful to all individuals, employees and non-employees alike, regardless of sex, race, color, religion, national origin, age, disability and sexual orientation.

AEP has always has been and will continue to be committed to providing a work environment that is free of intimidation and harassment. Abuse of the dignity of anyone through derogatory comments or objectionable conduct not only is offensive employee behavior, but is a violation of company policy and will not be tolerated.