

## Policies & Notices

### Equal Employment Opportunity

Winston & Strawn LLP is committed to providing employment opportunities to individuals whose experience and abilities best match job requirements. It is the policy of Winston & Strawn, in accordance with the provisions of local, state, and federal legislation dealing with employment and personnel practices, to ensure equal employment opportunity to all qualified persons without regard to race (including but not limited to, hair texture and protective hairstyles, which include but not limited to, such hairstyles as braids, locks, and twists), color, religion (including religious dress and grooming practices), personal appearance, creed, national origin (includes language use and possession of a driver's license issued to persons unable to prove their presence in the United States is authorized under federal law), sex (including pregnancy, childbirth, breastfeeding and/or related medical conditions), gender identity or expression, ancestry, age (40+), sexual orientation, sexual preference, physical or mental disability, medical condition (including cancer and HIV/AIDS), marital status, genetic information (including family medical history), familial status or responsibilities, matriculation, political affiliation, order of protection status, salary or wage history, current employment status, disabled veterans, recent separated veterans (within three years of discharge or release from active duty), armed forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded), and other protected veterans (veterans who served as active duty during wartime or in a campaign or expedition for which a campaign badge has been authorized), or any other status protected by applicable federal, state, or local law (collectively, "protected characteristics"). It is the interest and desire of the firm that equal opportunity be provided in employment and personnel policies and practices, such as recruiting, hiring, promotions, reassignments, transfers, Firm-Sponsored training, compensation, benefits, layoffs and recalls, terminations, recreation programs and all other privileges, terms, and conditions of employment.

To further the principle of equal employment opportunity for all, Winston & Strawn has developed affirmative action plans for minorities, women, the disabled, and protected veterans. These plans, or relevant portions of them, are available for your inspection upon request. Please contact the Human Resources Department for information regarding these plans.

Winston & Strawn expressly prohibits any form of unlawful employee harassment based on race, color, religion, personal appearance, creed, national origin, sex, gender identity or expression, ancestry, age, sexual orientation, sexual preference, physical or mental disability, marital status, genetic information, familial status or responsibilities,

matriculation, political affiliation, order of protection, salary or wage history, current employment status, recent separated veterans, disabled veterans, armed forces service medal veterans and active duty wartime or campaign badge veterans. Improper interference with the ability of Winston & Strawn's employees to perform their expected job duties is not tolerated.

## EEO Know Your Rights

[Click here to review the EEOC Know Your Rights posting.](#)

## Pay Transparency Nondiscrimination Policy

Winston & Strawn will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information. 41 CFR 60-1.35(c)

## Reasonable Accommodation Act

Winston & Strawn will provide reasonable accommodation to complete the online application consistent with applicable law. If you require an accommodation, please contact the location for which you are applying and ask to speak with the human resources representative or email [humanresourcesch@winston.com](mailto:humanresourcesch@winston.com).

## CCPA Notice of Employment Privacy Practice

[View Winston & Strawn's Notice of Employment Privacy Practices.](#)