

TO: Employees of Alliant Energy Corporate Services, Inc.,  
Wisconsin Power and Light Company, Interstate Power and Light Company,  
and Alliant Energy Transportation, Inc.



FROM: Diane Cooke, Vice President – Human Resources

## Equal Employment Opportunity/No Harassment

September 2022

At Alliant Energy, we value the unique backgrounds, talents and perspectives of all employees. We strive to establish a work environment free from all forms of discrimination and harassment. By intentionally creating a welcoming workplace culture, we will be a company that attracts and keeps talented people, builds strong teams, values new ideas and performs at a high level.

### Responsibilities

It is the responsibility of all employees to comply with the Equal Opportunity and Workplace Accommodations Policy and to report all known violations so that corrective action may be taken.

In addition, all employees have a responsibility to cooperate and participate, as requested, in providing information during an investigation. Any questions regarding this Policy, or a specific situation within the parameters of this Policy should be addressed to the employee's salaried supervisor, another supervisor, a Human Resources representative, or Corporate Compliance.

The Vice President – Human Resources is responsible for the Company's equal employment opportunity programs and reports directly to the Chair, President and CEO of Alliant Energy on the status of related activities.

Executives, Directors, Managers, Supervisors and Team Leads are required to comply with this Policy and to notify their employees of this Policy's requirements. In addition, all leaders who have knowledge of unlawful discrimination or harassment are required to take immediate action to eliminate the unlawful behavior and report such behavior to Human Resources and/or Corporate Compliance.

### Equal Employment Opportunity (EEO)

All Company activities and employment decisions are conducted without regard to race, creed, color, sex, religion, national origin, citizenship, age, disability or association with people with disabilities; pregnancy, genetic information, sexual orientation, gender identity, protected veteran status, or a person's relationship with a protected veteran including spouses and other family members, or because they inquire about, discuss or disclose their compensation or the compensation of other employees or applicants or any other basis prohibited under applicable federal, state or local law. In addition, Alliant Energy prohibits the use of genetic information in employment decisions and will not request, require or purchase genetic information of an employee or family member of the employee except as specifically allowed by law.

The Company takes affirmative action to employ and advance in employment minorities, females, protected veterans, and disabled individuals, and to base all employment decisions only on valid job requirements. Alliant Energy has a written Affirmative Action Program that is available for inspection pursuant to the Company's Equal Employment and

Workplace Accommodation Policy. The Company's EEO Administrator is Shannon Kinard, Director – HR Consulting, at the Cedar Rapids Tower.

### No Harassment

Alliant Energy strictly prohibits harassment on any basis prohibited under applicable federal, state or local law. Such harassment, like other types of discrimination, is a violation of both Company Policy and the law.

Harassment can occur between any two employees, regardless of whether they are supervisors, or between an employee and client, customer or other non-employee.

With respect to sexual harassment, Alliant Energy prohibits unwelcome sexual advances, requests for sexual favors and conduct of a sexual nature when:

- Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
- Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individuals; or
- Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

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### Compliance Hotline

(844) 218-3357

[alliantenergycorp.ethicspoint.com/](http://alliantenergycorp.ethicspoint.com/)

With respect to other forms of unlawful harassment, Alliant Energy prohibits conduct that has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment. Each employee must exercise their own good judgment to avoid engaging in conduct that may be perceived by others as harassment.

Prohibited conduct within the scope of this Policy includes, but is not limited to:

- **Verbal:** Sexual innuendos; racial, sexual or religious epithets; derogatory slurs; off-color jokes; propositions; threats or suggestive or insulting sounds;
- **Non-verbal:** Derogatory posters, cartoons or drawings; suggestive objects or pictures, including computer screens; leering; or obscene gestures;
- **Physical:** Unwanted physical contact including touching, interference with normal movement or assault; and
- **Other:** Making or threatening retaliation as the result of a negative response to harassment.

### Reporting

If an employee believes they have been harassed or discriminated against, either by an employee or by a non-employee during the course of employment, the employee should immediately report the incident to their supervisor. If the employee feels it would be inappropriate to discuss the matter with their supervisor, or feels uncomfortable doing so, the employee should report it directly to the appropriate Human Resources contact, the Alliant Energy Compliance Office, the Compliance Hotline or via the Web Reporting System. Complaints will be investigated promptly in the most confidential manner feasible given the circumstances.

### Reasonable accommodation

The Company will provide reasonable accommodation to a qualified individual with a disability to enable such individual to perform the essential job functions, compete for a job and to enjoy equal benefits and privileges of employment, including equal access to services, programs and activities. Refer to MAN 141-Workplace Accommodations Procedure for information on requesting an accommodation.

### Retaliation and violations

Alliant Energy prohibits any form of retaliation against an employee for exercising the employee's right under the Equal Opportunity and Workplace Accommodations Policy, making a complaint under that Policy or for assisting in a complaint investigation. Alliant Energy intends to take appropriate corrective action in instances where it has knowledge of Policy violations. Employees found to be in violation of the Policy will be subject to disciplinary action up to and including termination.



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Vice President – Human Resources

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