

UAW-Ford National Programs Center

151 W. Jefferson Ave., Box 33009, Detroit MI 48232-5009 • (313) 392-7000

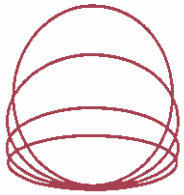
UAW-Ford Diversity and Inclusion Program Report

Since 2010, the UAW-Ford Diversity and Inclusion program has evolved, progressed, and strived to create an inclusive and respectful environment in which every employee regardless of sex, race, color, religion, age, national origin, disability, sexual orientation, gender identity or expression or veteran status can work in a harassment free environment.

Diversity and Inclusion New Employee Orientation Trained – since 2012

As the Company began hiring members as negotiated in the 2011 UAW negotiated contract, growing pains of multigenerational and diversity related differences began to surface – Multi-Training System was consulted. It was agreed that two plants doing extensive hiring – Louisville Assembly and Chicago Assembly should receive Diversity and Inclusion New Employee Orientation training. Eventually, the National Diversity and Inclusion Committee decided to make it a mandate of all New Employee Orientation training at all locations.

All Diversity and Inclusion training includes a segment on the UAW negotiated language and Ford Anti-Harassment Policy brochure. All employees are provided a copy of the brochure and asked to sign said document. The signed document is collected and placed in the members employment file. The brochure provides extensive information that sexual harassment and harassment based on sex, race, color, religion, age, national disability, sexual orientation, gender identity or expression, and veteran status is zero tolerance. (Document attached to report)



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Additional Identified Diversity & Inclusion Training

Woodhaven Stamping - 2011

The local Leadership (UAW and Ford) agreed to conduct Diversity Sensitivity Training for all members. Multi-Training Systems was consulted for their expertise and experience to develop a unique, customized program that took into consideration Woodhaven Stamping Plant's unique culture.

- UAW Members trained – 1100

Lakeland Parts Plant – November 2014

The facility expressed interest in the 2-hour Diversity & Inclusion presentation to promote a respectful and harassment free work place for their members. The UAW National Diversity and Inclusion team traveled to the facility to train 32 employees - UAW & Salary.

- UAW Members trained – 32

Washington Parts Plant – February 2015

The facility expressed interest in the 2-hour Diversity & Inclusion presentation to promote a respectful and harassment free work place for their members. The UAW National Diversity and Inclusion team traveled to the facility to train 32 employees - UAW & Salary.

- UAW Members trained – 38

Beginning in April 2015 until July 2016, all Chicago Assembly and Chicago Stamping employees (both UAW & Salary) attended a 4-hour training program - Building a Respectful, Harassment Free Workplace training based on Ford Anti-Harassment Policy.

Chicago Assembly

- 4,331 members trained

Chicago Stamping

- 1,468 members trained

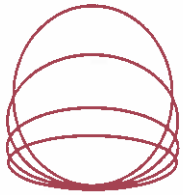
Louisville Assembly

2017 - In response to the current political climate and local Plant Leadership request, the National Diversity and Inclusion Team consulted with Multi-Training Systems to develop **Respect for all Diversity training** for all members. The training encourages discussion, provides real life examples of a respectful workplace, and allows this in a safe and structured environment. The anti-harassment policy is emphasized so that the members are aware of UAW-Ford policies around the topic of harassment. The anti-harassment policy brochure is distributed and the members sign acknowledging receiving the brochure.

Main topics of the training

- *Definition of harassment including examples of sexual harassment, harassment based on sex, race, or national origin, religion, age, disability, sexual orientation, or veteran's status*
- *Responsibility of employees to report harassment*
- *Complaint Procedure for reporting harassment and steps that Ford takes upon receiving a complaint. Discussion who to complain to, how complaints are investigated, confidentiality, and penalties for harassment or retaliation.*
- *Right to complain to government agencies – in addition to reporting harassment or retaliation to Company, employees may also file a complaint to government agencies*
- *Prohibition against retaliation, which is treated equally as seriously as harassment*

4,447 members trained (as of 11-30-17)



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Diversity and Inclusion Training

UAW-Ford Train the Trainer

Selected UAW members assigned by the UAW Plant Chairperson are sent to the National Program Center for Training. Diversity and Inclusion certified trainers facilitate the 2-hour Diversity and Inclusion New Employee Orientation training in the plants.

Number of UAW members certified **86**

Number of Salary certified 30

Total number of employees certified 116 **(Breakdown per plant attached)**

After completion of 3.5 days of training at the National Program Center, Multi-Training Systems goes to the individual plants to certify facilitators after they conduct a New Employee Orientation training at their respective location.