

Ultimate Software is committed to equal employment opportunity and does not discriminate with regard to the terms or conditions of employment on race, color, sex, sexual orientation, gender identity, gender expression, age, religion, national origin, military service, or disability (provided employee is physically/mentally able to perform their regular duties of his/her job).

Ultimate Software will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, and termination and adds to benefits and training.

Any employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their manager or the Chief People Officer. Employees can raise concerns and make reports without fear of reprisal or retaliation. Anyone found to be engaging in any type of unlawful discrimination will be subject to disciplinary action, up to and including termination of employment.



Ultimate Software is proud to have PRIDE US as our first Community of Interest (see section 2-16) for our employees. The PRIDE US community of interest is a great resource of information as well as a support to anyone who is having difficulty coming out, are parents, family members of LGBTQI and need someone to talk to or just want to make a difference in creating equality for everyone and support fellow employee.