



## Notice to New and Current Employees

### Addendum to Dispute Resolution Agreement (“DRA”)<sup>1</sup>

On March 3, 2022, the President signed into law the Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act of 2021, as amended (the “New Law”). The New Law applies to any employee who has a claim involving a sexual harassment dispute<sup>2</sup> and/or a sexual assault dispute<sup>3</sup> on or after March 3, 2022. In accordance with the New Law, any claimant with a sexual harassment dispute and/or sexual assault dispute arising on or after March 3, 2022, may elect at his or her option to pursue such disputes in the courts or by arbitration under the DRA. All other claims and disputes addressed in the DRA ***other than sexual harassment disputes and/or sexual assault disputes arising on or after March 3, 2022*** shall continue to be subject to mandatory arbitration as provided in this DRA to the fullest extent allowed by law.

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<sup>1</sup> For use until January 1, 2023

<sup>2</sup> The term “sexual harassment dispute” means a dispute relating to conduct that is alleged to constitute sexual harassment under applicable Federal, Tribal, or State law.

<sup>3</sup> The term “sexual assault dispute” means a dispute involving a nonconsensual sexual act or sexual contact, as such terms are defined in section 2246 of title 18 or similar applicable Tribal or State law, including when the victim lacks capacity to consent.