



A REMINDER ABOUT OUR 2008

Equal Employment Opportunity and Anti-Harassment Policies



If you believe you have been subjected to or witnessed discrimination or harassment please report the situation immediately to:

- Your manager or someone above your manager, or
- Your Human Resources Department, or
- Solutions InSTORE at 1.866.285.6689 or Solutions.InSTORE@macys.com, or
- ComplianceConnections at 1.800.763.7290, or macyscomplianceconnections.com

At Macy's, we're proud of the values we all share, the commitment we have to our customers, and the relationships we build with one another. The success of our team depends primarily on creating a positive and enjoyable place to work where all associates feel comfortable, respected, and valued. To continue our success, it's important that we appreciate and value the diversity of our co-workers and the unique characteristics that each individual brings to the team. We must also send a clear message that harassment is not tolerated and that if it occurs, it must be stopped immediately.

Equal Employment Opportunity Policy

It is Macy's policy to provide equal employment opportunities to all qualified persons without regard to:

- Race
- Ethnicity
- Color
- Gender
- Religion
- Age
- Genetic Information
- Disability
- Marital Status
- Medical Condition
- Sexual Orientation
- Gender Identity
- National Origin
- Military Status
- Or any other basis prohibited by federal, state and local laws, orders, and regulations

We are guided by the principle that discrimination or harassment based on any of these protected characteristics will not be tolerated anywhere, in any form, within the Company.

We provide equal opportunities in:

- Recruitment
- Transfer
- Promotion
- Discipline
- Hiring
- Termination
- Training
- Compensation
- Benefits
- All other terms and conditions of employment

You have the right to a working environment free from all forms of discrimination and harassment.

Anti-Harassment Policy

Harassment

No associate should be subjected to words or actions regarding any protected characteristic which create an intimidating, hostile, or offensive workplace, or which unreasonably interfere with their work performance.

A hostile working environment may be created by circumstances such as:

- Derogatory comments or jokes based on race, gender, religion, age, disability, sexual orientation, gender identity or any other protected category
- Pressure for sexual activities
- Unwanted or unnecessary physical contact with another associate
- Use of sexually explicit or offensive language
- Circulating offensive e-mails

As a Macy's associate you should always experience a work environment of mutual respect and support. Name calling, rudeness, or other demeaning behavior should not go unaddressed.

Sexual Harassment

No associate, neither male nor female, should be subjected to unwelcome sexual advances, requests for sexual favors, or other verbal, visual or physical conduct of a sexual nature where:

- The conduct unreasonably interferes with one's work performance or creates an intimidating, hostile, or offensive working environment
- Giving in to the conduct is made either explicitly or implicitly a term or condition of employment or is used as a basis for employment decisions

All associates are prohibited from offering, promising, or granting preferential treatment to any associate, applicant, vendor, customer, or other business-related person in exchange for that individual's engaging in or agreeing to engage in sexual conduct. Likewise, associates are prohibited from using another's refusal to engage in such conduct as a basis for any employment decision.

Complaint Procedure

If you believe you have been subjected to or witnessed discrimination, harassment, or retaliation please report the situation immediately to:

- Your manager, or if necessary, someone above your manager, or
- Your Human Resources Department, or
- The office of Solutions InSTORE at 1.866.285.6689 or Solutions.InSTORE@macys.com, or
- ComplianceConnections at 1.800.763.7290, or macyscomplianceconnections.com

Macy's takes all reports of discrimination and harassment very seriously. If you are not satisfied with the response from the person to whom you report a complaint, contact another person or office listed above.

Complaints are promptly investigated and handled as confidentially as possible. Following a thorough investigation, Macy's communicates the results to the necessary parties and takes appropriate actions.

Don't be afraid to report it!

You shouldn't worry that reporting discrimination or harassment or participating in an investigation might make things worse. That simply isn't the case here. Retaliation, in any form, will not be tolerated and can result in disciplinary action and even discharge. You can count on it!

So, rest assured, the Company will not tolerate the type of misconduct where:

- You are threatened, harassed, or intimidated by your manager or co-workers for reporting discrimination, or
- You are threatened, harassed, intimidated, demoted, suspended, or discharged for participating in the Company's investigation of a complaint, or
- You are unfairly demoted, passed over for promotion, or receive negative evaluations as a result of going through the Office of Solutions InSTORE to report and resolve discrimination or harassment complaints.

In order to maintain our Company's bias-free workplace, all associates must feel free to report complaints without any fear of retaliation. If you believe that you have suffered any negative consequences because you reported discrimination or harassment or participated in an investigation, please follow the Complaint Procedure outlined above.

You can help identify and stop discrimination and harassment in the workplace

Don't ignore teasing, jokes, remarks, gossip, or inappropriate questions about race, gender, religion, age, disability, sexual orientation, gender identity or any other protected category.

Don't inquire about or discuss your own or another associate's sexual inclinations, experiences, or activities.

Don't display sexually suggestive pictures, send or pass on sexually suggestive e-mails or pornographic materials.

Don't hesitate to tell someone that their conduct is unwelcome and inappropriate and will not be tolerated.

Don't assume that others will tell you that they are offended by your behavior.

Report any incidents of discrimination, harassment and retaliation.

Macy's Equal Employment Opportunity and Anti-Harassment Policies reinforce our commitment to maintaining a bias-free workplace. These policies are published in their entirety in the associate guide, so please take time to read them carefully. You are expected to comply with all aspects of these policies, in both practice and spirit, as a condition of your employment.

Any associate determined to have violated the Company's policies is subject to discipline, up to and including termination.

TEAMS WIN!

When we work together, we can accomplish great things! Do your part. Recognize discrimination & harassment. Report it and prevent it!

