

POLICY STATEMENT ON EQUAL EMPLOYMENT OPPORTUNITY

Blackboard is committed to the principles of affirmative action and equal employment opportunity and will not discriminate based on race, color, religion, national origin, sex, age, mental or physical disability, sexual orientation, protected military/veteran status, gender identity or expression, pregnancy, marital status, genetic information, or any other legally protected characteristic. It is Blackboard's policy to provide equal employment and advancement opportunities to all qualified individuals. To achieve this goal, consistent with applicable US laws and regulations, Blackboard is dedicated to taking affirmative action to employ and advance in employment qualified minorities, women, protected veterans, and individuals with disabilities. All personnel actions, including compensation, benefits, recruitment, hiring, training, and promotion of persons in all job titles, are administered without regard to any protected characteristic, and all employment decisions are based solely on valid job requirements. Blackboard will also provide qualified applicants and employees with disabilities with needed reasonable accommodations, as required by law.

Blackboard also prohibits retaliation or punishment against employees and applicants for filing a complaint, opposing any discriminatory act or practice, assisting or participating in any manner in a review, investigation, or hearing regarding Blackboard's employment practices, or otherwise seeking to obtain their legal rights under any Federal, State, or local EEO law requiring equal employment opportunity. Prohibited retaliation includes, but is not limited to harassment, intimidation, threats, coercion, or other adverse actions that might dissuade someone from asserting their rights.

In furtherance of Blackboard's policy regarding affirmative action and equal employment opportunity, Blackboard has developed a written Affirmative Action Program (AAP) that sets forth the policies, practices and procedures that Blackboard is committed to in order to ensure that its policy of nondiscrimination and affirmative action for qualified minorities, women, protected veterans, and individuals with disabilities is accomplished. This AAP is available for inspection by any employee or applicant for employment upon request, during normal business hours, in Blackboard's Washington, DC office. Interested persons should contact candidatesupport@blackboard.com for assistance.

This policy has the full support of Denise Haselhorst, Chief People Officer, who has assigned responsibility for its implementation to Jon Sax, EEO Coordinator. Blackboard has designed and implemented an audit and reporting system to monitor and maintain its compliance with required laws and regulations.

A copy of the Equal Employment Opportunity statement that reaffirms Blackboard's commitment to individuals with disabilities and protected veterans is posted on the intranet and in the office in a form that is accessible and understandable to an individual with a disability.

Bill Ballhaus
January 2020
Blackboard Inc.