



conEdison, inc.

Nondiscrimination Policy

Consolidated Edison Company of New York, Inc., Con Edison Transmission, Inc., Orange and Rockland Utilities, Inc., and the affiliated companies of Consolidated Edison, Inc. (together “Con Edison”) offer health programs and health activities to employees and retirees. Con Edison complies with applicable Federal laws and does not discriminate on the basis of race, color, national origin, age, disability, or sex in the health programs or health activities.

If you believe that Con Edison has discriminated against you on the basis of race, color, national origin, age, disability, or sex, you can file a grievance within 60 days of the incident to the Director of the Office of Diversity and Inclusion, Consolidated Edison Company of New York, Inc., 4 Irving Place, New York, NY 10003. You can file a grievance in person or by mail, fax, or email. You may also file a complaint of discrimination on the basis of race, color, national origin, sex, age or disability in court or with the U.S. Department of Health and Human Services, Office for Civil Rights.

A person can file a complaint of discrimination electronically through the Office for Civil Rights Complaint Portal, which is available at

<https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>.

For other ways to file a complaint, including by mail, please visit

<https://www.hhs.gov/civil-rights/filing-a-complaint/complaint-process/index.html>