

Fairness
+
Equality

**Equality
is
a
fundamental
right
of
every
person.**

In
our
offices,
our
stores,
and
with
our
customers,
we
welcome
diversity
and
embrace
equality.
Our
efforts
have
been
recognized
by
the
Human
Rights
Campaign
(HRC),

an
American
civil
rights
organization
working
to
achieve
lesbian,
gay,
bisexual,
transgender,
and
queer
(LGBTQ+)
equality.
In
the
wake
of
several
anti-
LGBTQ+
bills
in
2015,
we
joined
40
companies
to
sign
HRC's
Equality
is
Our
Business
Pledge
to
show
that
we
stand
for
diversity
and
equal
treatment
of
LGBTQ+
members

in
our
workplace.
We
also
joined
nearly
100
major
companies
as
part
of
HRC's
business
coalition
to
endorse
the
Equality
Act
–
a
bill
that
would
establish
full
federal
equality
for
all
LGBTQ+
Americans.
We
supported
the
Why
Marriage
Matters
Pennsylvania
campaigns
and
celebrated
the
Supreme
Court's
2015
decision
on
marriage

equality
via
our
social
media
channels.

Pride Month

AEO
has
been
a
proud
supporter
of
Pride
Month
(June)
since
2013,
and
we
stepped
up
our
commitment
in
2015
by
partnering
with
[InterPride](#),
an
international
organization
that
elevates
community
participation
in
Pride
events
worldwide.
InterPride's
vision
is

a
world
where
there
is
full
cultural,
social,
and
legal
equality
for
all.
And
we
LOVE
it.

GLAAD Spirit Day

We've
partnered
with
[GLAAD](#),
the
world's
leading
LGBTQ+
media
advocacy
organization
since
2013
to
support
"Spirit
Day",
the
world's
more
visible
anti-
bullying
campaign.
We
used
our
New

York
Times
Square
billboards
to
spread
a
message
against
bullying
–
an
issue
faced
by
many
of
our
customers
around
the
world.