



**JETBLUE AIRWAYS CORPORATION  
AFFIRMATIVE ACTION POLICY**

**EQUAL EMPLOYMENT OPPORTUNITY-AFFIRMATIVE ACTION POLICY**

JetBlue Airways pledges full support to its Affirmative Action Program and its policy to provide Equal Employment Opportunity (“EEO”). It is therefore the company’s policy to prohibit discrimination and harassment against any applicant, employee, vendor, contractor, customer, or client on the basis of race, color, religion, sex, national origin, age, disability, pregnancy, veteran status, sexual orientation, gender identity or expression, disability status, pregnancy, genetic information, citizenship status, or any other characteristics protected by law. It is also the company’s policy to prohibit any and all forms of retaliation against any individual who has complained of harassing or discriminatory conduct, or participated in a company or agency investigation into such complaints. JetBlue Airways Corporation will ensure that all personnel actions such as recruitment, hiring, promotion, compensation, benefits, company-sponsored training, education, tuition assistance, transfer, demotion, downgrading, termination, layoff, return from layoff, and social and recreational programs will be administered without regard to the aforementioned protected characteristics.

Crewmembers and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have: (1) filed a complaint; (2) assisted or participated in an investigation, compliance review hearing or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity or (4) exercised any other right protected by federal, state or local law requiring equal opportunity.

EEO can only be achieved through demonstrated leadership and strong commitment and support for the implementation of a viable Affirmative Action Program. Our Affirmative Action Program sets forth specific affirmative action and EEO responsibilities. It is required that Crewmembers not discriminate in any policy, practice or procedure on the basis of protected group status. All Crewmembers are expected to make every reasonable effort to carry out their Affirmative Action Program responsibilities to ensure that equal opportunity is available to all. We further expect all Crewmembers to demonstrate sensitivity to, and respect for all other Crewmembers and to demonstrate commitment to the airline’s equal employment opportunity and affirmative action objectives.

Administrative responsibilities for this vital Affirmative Action Program, including regular monitoring and periodic reporting to top management, is delegated to the People Department. Accordingly, should you have any questions about the JetBlue’s policies in this regard, please contact the People Department at [Peoplecompliance@jetblue.com](mailto:Peoplecompliance@jetblue.com).

Robin Hayes  
President  
January 2015

Michael Elliott  
SVP Chief People Officer  
January 2015