

THE SHINING LIGHT FOUNDATION

Non-discrimination Statement and Policy

Adopted by the Board of Directors on August 9, 2016

The Shining Light Foundation does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, hiring and firing of staff, selection of volunteers and/or board members, vendors, and provisions of services. We are committed to providing an inclusive and welcoming environment for all of our staff, clients, volunteers, board members, subcontractors, vendors, and clients.

The Shining Light Foundation is an equal opportunity employer. We will not discriminate and will take affirmative action measures to ensure against discrimination in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the bases of race, color, gender, national origin, age, religion, creed, disability, veteran's status, sexual orientation, gender identity or gender expression.

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