

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION STATEMENT

It is the policy of CASCADE AIDS PROJECT ("Organization") to provide equal employment opportunities without regard to race, creed, color, religion, sex, gender, gender identity, national origin, age, status as a qualified individual with a disability, marital status, veteran status, sexual orientation, genetic information or any other protected characteristic under applicable federal, state, or local law. This policy relates to all phases of employment, including, but not limited to, recruiting, employment, placement, promotion, transfer, demotion, reduction of workforce and termination, rates of pay or other forms of compensation, selection for training, the use of all facilities, and participation in all company-sponsored employee activities. Provisions in applicable laws providing for bona fide occupational qualifications, business necessity or age limitations will be adhered to by the company where appropriate.

In addition, the Organization's policies prohibit sexual harassment and harassment based on race, creed, color, religion, sex, gender, gender identity, national origin, age, status as a qualified individual with a disability, marital status, veteran status, sexual orientation, genetic information or any other characteristic protected by law.

As part of the company's equal employment opportunity policy, the Organization will also take affirmative action as called for by applicable laws and Executive Orders to ensure that minority group individuals, females, disabled veterans, recently separated veterans, other protected veterans, Armed Forces service medal veterans, and qualified disabled persons are introduced into our workforce and considered for promotional opportunities. The Organization maintains affirmative action (AA) plans covering minorities, women, individuals with disabilities, and protected veterans. These programs state the methods by which the Organization provides equal employment opportunity and takes affirmative action to recruit, employ and advance in employment qualified minorities, women, individuals with disabilities, and protected veterans. These programs also incorporate auditing and reporting mechanisms designed to measure the effectiveness of the Organization's affirmative action efforts.

Organization personnel and applicants shall not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in, or may engage in, any of the following activities: filing a complaint, assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of applicable federal, state, or local laws requiring equal opportunity for individuals of a protected group; opposing any act or practice made unlawful by such federal, state, or local laws; and exercising any other rights protected by such laws or the implementing regulations for such laws.

The EEO/AA policy, along with the Organization's efforts to comply with all of its nondiscrimination and affirmative action obligations, have the full and complete support of the Organization, including its Executive Director. All executives, directors, managers and others with responsibilities affecting or relating to employment opportunities, such

as supervisors and human resource representatives, are responsible for administering this policy within their respective areas and should take immediate and appropriate action if discriminatory practices or behavior are reported. Personnel are encouraged to report any concerns regarding violations of this policy to the Executive Director or Human Resources Administrator.

The above-mentioned policies shall be periodically brought to the attention of supervisors and shall be appropriately administered. It is the responsibility of each supervisor of the company to ensure affirmative implementation of these policies to avoid any discrimination in employment. All employees are expected to recognize these policies and cooperate with their implementation. Violation of these policies is a disciplinary offense.

For the purposes of this statement, minority groups are defined as a category of people who experience relative disadvantage as compared to members of a dominant social group. Minority group individuals are defined as individuals who belong to one or more minority groups.