

EQUAL EMPLOYMENT OPPORTUNITY/AFFIRMATIVE ACTION STATEMENT

It is the policy of CASCADE AIDS PROJECT. ("Company:") to promote equal employment opportunities (EEO). All personnel decisions, including, but not limited to, recruiting, hiring, training, promotion, compensation, benefits and termination are made without regard to race, creed, color, religion, gender, status as a qualified individual with a disability, sexual orientation, gender identity, national origin, age, genetic information, status as a protected veteran or another characteristic protected by applicable federal, state or local law and are based solely on valid job requirements. In addition, the Company's policies prohibit sexual harassment and harassment based on race, color, religion, gender, national origin, status as a protected veteran, status as a qualified individual with a disability, age, or any other characteristic protected by law.

The Company maintains affirmative action (AA) plans covering minorities, women, individuals with disabilities and veterans. These programs state the methods by which the Company 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 Company's affirmative action efforts.

Company 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 Company's efforts to comply with all of its nondiscrimination and affirmative action obligations, have the full and complete support of the Company, 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 Director of Finance or Human Resources professional.