

CASTING FOR RECOVERY, INC.

Non-Discrimination Statement and Policy

Adopted by the Board of Trustees on April 20, 2015

This policy states Casting for Recovery, Inc.'s ("CfR") position on discrimination. This policy applies to all CfR employees, volunteers, applicants, clients, vendors and contractors.

It is the policy of CfR to foster a workplace and create an environment for our employees, volunteers, applicants, clients and all who support CfR which accepts and respects differences. As such, CfR does not and shall not discriminate on the basis of race, color, religion, creed, gender, gender expression, age, national origin, ancestry, ethnicity, marital or familial status, disability, sexual orientation or military status, in any of its activities or operations. These activities and operations include, but are not limited to, hiring and firing of staff, selection of volunteers and vendors, the provision of services in any program or activity of CfR and dealings with the general public. CfR is committed to providing an inclusive and welcoming environment for all members of our staff, applicants, volunteers, subcontractors, vendors and clients. All employees and volunteers are expected to uphold and further this policy.

In addition, CfR will endeavor to make a reasonable accommodation to the known physical or mental impairments of qualified applicants, employees, clients, and volunteers unless the accommodation would impose an undue hardship on CfR's operations. As part of our commitment to the principles of equal opportunity, CfR encourages any employee, applicant, client or volunteer with such an impairment to communicate with us about a reasonable accommodation, if any, that will allow the individual to fulfill the essential functions of his or her position or to allow him or her to participate in the CfR program. The employee, applicant, client or volunteer can initiate this interactive process by contacting the Executive Director at Casting for Recovery at (802) 362-9181.