

## **Policy on Non-Discrimination**

### **The Purpose of this Policy:**

Whereas CTOM is at times asked to certify that it has adopted a non-discrimination policy; and

Whereas CTOM does not discriminate in the conduct of its program;

Now therefore, the CTOM Board of Directors adopts the below policy on non-discrimination:

### **Non-discrimination Statement:**

CTOM, Inc. 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 CTOM-sponsored activities or operations including hiring and firing of staff, selection of volunteers and vendors, and provision of services. We are committed to providing an inclusive and welcoming environment for all staff members, volunteers, clients, student participants, and vendors.

**Approved: September 23, 2021**

**Last Revised:**