



January 1, 2024

Subject: Special Operations Warrior Foundation Non-Discriminate Policy

1. The Special Operations Warrior Foundation is comprised of full-time and part-time employees, volunteers, and a Board of Directors. Our mission is a team effort and every person's contribution are essential to our success. We all must ensure that we treat each other with dignity and respect.
 - a. No person is excluded from the services of the Foundation because of race, color, religion, sex, age, gender orientation, national origin or physical or mental disability.
 - b. There will be no discrimination on the basis of race, color, religion, sex, age, gender orientation, national origin or physical or mental disability with regard to hiring, assignment, promotion or other conditions of staff employment.
 - c. There will be no discrimination on the basis of race, color, religion, sex, age, gender orientation, national origin or physical or mental disability in membership on the agency's governing body.
2. This policy will be reviewed and affirmed at each annual Board of Directors meeting.

Clayton M. Hutmacher
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