



SPECIAL OPERATIONS WARRIOR FOUNDATION



January 1, 2025

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
Major General, US Army (Ret)
President/CEO



warrior@specialops.org



(813) 805-9400



(813) 805-0567



www.specialops.org



1137 Marbella Plaza Drive, Tampa, FL 33619



Tax ID# 52-1183585



Special Operations Warrior Foundation is honored to receive Charity Navigator's 4-star rating for 18 consecutive years.