

NON-DISCRIMINATION AND HARASSMENT POLICY

Happy Trails for Kids is committed to providing an environment in which all individuals are treated with respect and professionalism. Happy Trails' policy is to provide equal opportunities to all employees, consultants, volunteers and applicants on the basis of merit and to prevent discrimination, harassment and retaliation.

Consistent with this commitment, Happy Trails complies with all state and federal laws regarding discrimination, and forbids discrimination based on factors such as race, color, religious creed, national origin, age, sex (including sexual harassment), pregnancy, childbirth or related medical conditions, physical and mental disability, religion, ancestry, political affiliation, marital status, medical condition, sexual orientation, gender identity and Vietnam era veteran status.

Furthermore, Happy Trails forbids harassment against any individual based upon his or her membership in a protected class, and further forbids retaliation against anyone who opposes or reports discrimination or harassment or who participates in any such investigation or proceeding. Happy Trails endorses a zero tolerance policy toward discrimination, harassment and retaliation, which means that Happy Trails may take corrective actions up to and including formal discipline when policy violations occur, even if they are not so serious as to be unlawful.

Happy Trails is dedicated to ensuring the fulfillment of this policy. Every employee, consultant and volunteer is responsible for ensuring that Happy Trails is free of discrimination, harassment and retaliation, and is expected to avoid any behavior or conduct that could reasonably be interpreted as such. Because all forms of discrimination are unprofessional and disrespectful, and may damage an individual's career and wellbeing, Happy Trails will strictly enforce this policy.