**Non-Discrimination and Anti-Harassment Policy**

The Daryl Cronk DASH Foundation emphasizes the dignity and equality common to all persons and adheres to a strict non-discrimination and ant-harassment policy regarding the treatment of individual volunteers, staff, and students. In accord with federal law and applicable Missouri statutes, the Foundation does not discriminate and prohibits harassment on the basis of race, color, national origin (including ancestry, or any other subcategory of national origin recognized by applicable law), religion, sex (including marital status, family status, pregnancy, sexual orientation, gender identity, gender expression, or any other subcategory of sex recognized by applicable law), disability, veteran status, genetic information, or any other basis protected by applicable law in employment or in any program or activity offered or sponsored by the foundation. Sex discrimination encompasses sexual harassment, which includes sexual violence, and is strictly prohibited by Title IX of the Education Amendments of 1972.

This policy shall not be interpreted in a manner as to violate the legal rights of religious organizations or of military organizations associated with the Armed Forces of the United States of America.

Any member of the foundation community who believes that he or she has been the subject of discrimination or harassment on the basis of any protected class (i.e., sex, sexual orientation, marital status, family status, pregnancy, gender identity, gender expression) should immediately report such concerns to the President of the foundation.