



NON-DISCRIMINATION POLICY

Updated: April 2018

Jameson Animal Rescue Ranch interacts with employees, unpaid interns, volunteers, and applicants for employment without regard to race, color, national origin, ancestry, sex, gender, sexual orientation, age, religion, creed, physical or mental disability, political affiliation, medical condition, marital status, family care, parental status, citizenship status, military service status, pregnancy, breastfeeding and related conditions, veteran's status, genetic information or characteristics (including those of family members), victim of domestic violence, sexual assault, or stalking, enrollment in Medi-Cal, or any other basis protected by law. Decisions regarding employment are based solely on legitimate business reasons. Recruiting, hiring, promotion, and transfer decisions are made according to principles of equal opportunity. All other personnel actions, such as compensation, benefits, training and education, and social and recreational programs, are administered impartially. Concerns regarding equal employment opportunities should be raised with any supervisor or one of the Founders.

Any employee who believes they have been discriminated against should immediately report the matter using the process set forth in the Harassment-Free Workplace Policy.