

MO-KAN COUNCIL OF AMATEUR RADIO CLUBS, INC.

NON-DISCRIMINATION POLICY

February 13, 2016

ARTICLE 1. Purpose:

The purpose of the non-discrimination policy is to guide the activities of the Mo-Kan Council of Amateur Radio Clubs (the "Corporation") as a corporate citizen. This policy is intended to supplement but not replace any applicable laws governing discrimination or harassment. The information set forth in this policy shall be used for all actual or potential dealings and interactions of the Corporation.

ARTICLE 2. Our Commitment:

No Discrimination: We are committed to providing equal opportunities to all persons regardless of race, color, religion, ancestry, sex, citizenship, national origin, marital or veteran status, disability, age, sexual orientation, family status, pregnancy, or other legally protected status (collectively, "protected statuses"). We do not tolerate unlawful discrimination in any decisions, including recruiting, hiring, compensation, promotion, benefits, discipline, termination, job assignments or training.