

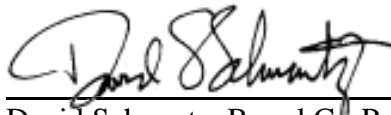
Non-Discrimination Policy

The Board of Directors of Camp Solomon Schechter (CSS) adopted a policy of non-discrimination as follows:

1. No person is excluded from services on the basis of race, color, gender, marital or veteran status, sexual orientation, age, religious belief, political ideology, national or ethnic origin, disability, actual or perceived medical condition, language, or any other characteristic protected by applicable law.
2. There is no segregation of persons served on the basis of race, color, gender, marital or veteran status, sexual orientation, age, religious belief, political ideology, national or ethnic origin, disability, actual or perceived medical condition, language, or any other characteristic protected by applicable law.
3. There is no discrimination with regard to any conditions of staff employment, including, but not limited to, recruiting, initial hiring, training, assignments, transfer, promotion, compensation, wages, benefits, discipline, layoff and termination on the basis of race, color, gender, marital or veteran status, sexual orientation, age, political ideology, national or ethnic origin, disability, actual or perceived medical condition, or any other characteristic protected by applicable law.
4. There is no discrimination in membership on the agency's governing board on the basis of race, color, gender, marital or veteran status, sexual orientation, age, religious belief, political ideology, national or ethnic origin, disability, actual or perceived medical condition, or any other characteristic protected by applicable law.
5. CSS does not tolerate anti-Semitism nor anti-Zionism and reserves the right to deny services to any group or individual who demonstrates anti-Semitic and/or anti-Zionistic beliefs.

As an establishment employing and caring for persons with disabilities, every effort is made to provide facilities to accommodate the disabled and to meet all obligations set forth by the Americans with Disabilities Act.

Approved this 23rd day of February, 2014



David Schwartz, Board Co-President



Karen Twain, Board Co-President



Sarah Glass, Board Secretary

Due for review and affirmation in February 2017.