

COMMUNITY CARE AND OUTREACH, INC.

NON-DISCRIMINATION POLICY

Adopted: April 11, 2026

Effective: April 11, 2026

Review Cycle: At least annually or as required by law.

Approved By: Board of Directors

ARTICLE 1 – PURPOSE

The Board of Directors of Community Care and Outreach, Inc. adopts this Non-Discrimination Policy to affirm the Corporation's commitment to equal access, lawful governance, and the fair administration of its charitable and religious activities. This policy is intended to promote compliance with applicable federal, state, and local laws while advancing the Corporation's exempt purposes under Section 501(c)(3) of the Internal Revenue Code.

ARTICLE 2 – SCOPE

This policy applies to all charitable programs, employment practices, volunteer opportunities, board governance, fundraising, partnerships, vendor relationships, website communications, and public-facing activities of the Corporation.

ARTICLE 3 – NON-DISCRIMINATION

The Corporation shall not unlawfully discriminate in providing charitable services or opportunities on the basis of race, color, national origin, ancestry, ethnicity, sex, pregnancy, age, disability, veteran status, genetic information where protected, or any other characteristic protected by applicable federal, state, or local law. Services are provided based on demonstrated need, available resources, program eligibility, and the Corporation's charitable mission.

ARTICLE 4 – FAITH-BASED MISSION

Community Care and Outreach, Inc. is a Christian faith-based nonprofit. Participation in prayer, spiritual encouragement, or other religious activities is entirely voluntary and is never a condition for receiving charitable assistance. Nothing in this policy shall be interpreted to waive any rights, protections, or exemptions available to religious organizations under applicable law.

ARTICLE 5 – EMPLOYMENT AND VOLUNTEERS

Employment and volunteer decisions shall be based upon legitimate organizational needs, qualifications, experience, safety, and the ability to fulfill responsibilities consistent with applicable law.

ARTICLE 6 – ACCESSIBILITY

The Corporation strives to communicate information in an accessible manner and will make reasonable efforts to accommodate qualified individuals with disabilities when practicable and consistent with available resources and applicable law.

ARTICLE 7 – HARASSMENT

Unlawful harassment is prohibited. All individuals shall be treated with dignity, professionalism, and respect.

ARTICLE 8 – REPORTING AND INVESTIGATION

Reports of discrimination or harassment may be made to the President, any Officer, or the Board of Directors. Reports will be addressed promptly, impartially, documented appropriately, and handled confidentially to the extent reasonably possible. Retaliation against any individual making a good-faith report is prohibited.

ARTICLE 9 – CONSISTENT APPLICATION

This policy shall be applied consistently throughout the Corporation and interpreted together with the Bylaws, Conflict of Interest Policy, Whistleblower Policy, Financial Controls Policy, Donation Acceptance Policy, and Document Retention and Destruction Policy.

ARTICLE 10 – REVIEW, SEVERABILITY, AND EFFECTIVE DATE

The Board shall periodically review this policy. If any provision is held unenforceable, the remaining provisions remain in effect. This policy remains effective until amended or repealed by the Board of Directors.

ADOPTION

This Non-Discrimination Policy was adopted by the Board of Directors of Community Care and Outreach, Inc.

President:  7/9/26

Secretary: 7/9/26

Date: 7/9/26