

RIVERS OF RECOVERY, INC.

NON-DISCRIMINATION POLICY (Equal Opportunity Employer)

It is, and always has been the policy of Rivers of Recovery, Inc., that employees and participants in Rivers of Recovery, Inc.'s charitable programs will be recruited, hired, trained, promoted and selected without regard to their race, religion, color, sex, sexual orientation, national origin, age, or physical handicap unrelated to job requirements or requirements of the charitable programs. With respect to employees, compensation, benefits, discipline, and all other aspects of employment will be administered without regard to race, religion, color, sex, sexual orientation, national origin, age, or physical handicap unrelated to job requirements. The term "employee", as used herein, includes, but is not limited to, paid employees and volunteers.

If you feel that this policy has not been applied in your case, please contact the Executive Director or any member of Rivers of Recovery, Inc. Governance Committee. Your complaint will be investigated promptly and the results discussed with you.