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## **Hope's Haven Inc. Non-Discrimination Policies**

### **CAMPER NON-DISCRIMINATION POLICY**

Hope's Haven, Inc. accepts campers of any race, color, national origin, sex, or ability to all rights, privileges, programs, and activities generally accorded or made available to its campers. It does not discriminate on the basis of race, color, national origin, or sex, in the administration of its policies or programs. It does not discriminate on the basis of ability, except when a disability or special need poses a safety hazard to staff, volunteers, and/or other children, or when a specific need is beyond the scope of care.

### **EMPLOYMENT & VOLUNTEER NON-DISCRIMINATION POLICY**

Employment and volunteering at Hope's Haven, Inc. is open to qualified individuals who are Bible-believing Christians of good character, without regard or reference to race, sex, national or ethnic origin, color, age, or disability. Hope's Haven is a religious ministry, permitted to discriminate based on religion. All prospective employees, current employees, and volunteers must agree with Hope's Haven's mission statement, and they must be willing to conduct their lives in conformity with the organization's statement of faith and the organization's declaration and agreement to ethical and moral integrity.