

ANTI-DISCRIMINATION

Christian's Purpose does not discriminate in employment, recruitment, advertisements for employment, compensation, termination, upgrading, promotions, and other conditions of employment against any employee or job applicant on the basis of any area protected by federal and state laws such as religion, race, sex, age, color, national origin, handicap, marital status, and veteran status.

Discrimination is unfair or unequal treatment of an individual or a group based on one or more characteristics of the person or group.

A. Actions to take if a person is the subject of discrimination

Discrimination should be reported to the President, unless he is the one accused of discrimination, in which case it should be reported to the Chairman of the Board of Directors.

B. Response to Allegations of Discrimination

Christian's Purpose takes allegations of discrimination seriously and will respond promptly to complaints. Managers and supervisors are expected to halt immediately any discrimination which comes to their attention and to report violations to the President as soon as practicable.

The President, or the Chair of the Board of Directors if the person accused of discrimination is the President, will promptly initiate an investigation of all complaints. The investigation will maintain confidentiality to the extent practicable under the circumstances and as permitted by law. The investigation will evaluate the nature of the violation or behavior, whether the conduct is isolated or part of a pattern, and factors which may be relevant to a specific complaint.

Christian's Purpose will inform the person filing the complaint and the person alleged to have committed the conduct, to the extent appropriate, of the results of the investigation.

When it is determined that discrimination has occurred, Christian's Purpose will promptly eliminate the conduct and take appropriate disciplinary action against the one who is discriminating in violation of this policy.

Retaliation against a person who has complained about discrimination is a violation of Christian's Purpose's policy and will not be tolerated.

C. Filing a complaint with the U.S. Equal Employment Opportunity Commission (EEOC)

If you believe you have been discriminated against by an employer when applying for a

job or while on the job because of your race, color, sex, religion, national origin, age, or disability, or believe that you have been discriminated against because of opposing a prohibited practice or participating in an equal employment opportunity matter, you may file a charge of discrimination with the EEOC.

Charges may be filed in person, by mail or by telephone by contacting the nearest EEOC office. If there is not an EEOC office in the immediate area, call toll free 800-669-4000 or 800-669-6820 (TDD) for more information.

There are strict time frames in which charges of employment discrimination must be filed. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, adhere to the EEOC guidelines when filing a charge.