

 <b>Center for Creative Education</b>	<b>Administrative Policies</b>	Non-discrimination Statement and Policy	
		Revision #1	
		Implementation Date:	November 2012
Document Number - AP102	Annual Review		
SOP Author - Robert Hamon	Annual Review		
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### 1. Purpose

To set the organizational guidelines for engagement of all individuals relative to the activities of the organization.

### 2. Scope

This policy covers staff, volunteers, board members, teaching artists, and students.

### 3. Policy

CCE does not and shall not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to; hiring and firing of staff and teaching artists, selection of board members, selection of volunteers, selection of vendors, and provisions of services. We are committed to providing an inclusive and welcoming environment for all members of our staff, students, volunteers, subcontractors, and vendors.

### 4. References

Richard Male and Associates

Adopted by the Board of Directors November 2012