

## **Cottage Cove Nondiscrimination Policy**

Cottage Cove Urban Ministries is committed to the principle of equal opportunity in regards to our programs. Cottage Cove does not discriminate against individuals on the basis of race, color, sex, religion, disability, age, ancestry, or national or ethnic origin in the administration of its program policies, admissions policies, and other programs and activities. Notwithstanding, Cottage Cove may limit specific programs or classes to specified age ranges.

Cottage Cove Urban Ministries is committed to the principle of equal opportunity in employment and volunteerism. Cottage Cove does not discriminate against individuals on the basis of race, color, sex, disability, age, ancestry, or national or ethnic origin in its hiring or volunteer retention practices. As an evangelical Christian organization, Cottage Cove reserves the right to hire and retain only persons upholding our statement of faith and adhering to our defined code of conduct. This requirement may be waived for staff or volunteers retained for non-religious support roles, or for non-instructional purposes. Notwithstanding, criminal conduct, past or present – especially in regards to sexual offenses – may bar hiring or retention as this ministry cares for children.

Inquiries or disputes regarding compliance with this policy may be directed to the Executive Director or the Board of Directors.