



CDP
CONGRESSIONAL
DISTRICT PROGRAMS

Empowering People to Help People

Nondiscrimination Policy

Congressional District Programs (CDP) is a 501(c)(3) organization. CDP has a long-standing record of nondiscrimination in employment and opportunity because of race, color, sex, sexual orientation, gender identity, religion, age, ancestry, national or ethnic origin, marital status, disability, veteran or draft status. The President has issued the following policy stating the Company's views in this matter:

It is the policy of CDP to:

- Strictly follow personnel procedures that will ensure equal opportunity for all people without regard to race, color, sex, sexual orientation, gender identity, religion, age, ancestry, national or ethnic origin, marital status, disability, veteran or draft status;
- Comply with all the relevant and applicable provisions of the Americans with Disabilities Act ("ADA"). CDP will not discriminate against any qualified employee or job applicant with respect to any terms, privileges, or conditions of employment because of a person's physical or mental disability.
- Make reasonable accommodations wherever necessary for all employees or applicants with disabilities, provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the job and provided that any accommodations made do not require significant difficulty or expense.
- Achieve understanding and acceptance of CDP's policy on Equal Employment Opportunity by all employees and by the communities in which the company operates;
- Thoroughly investigate instances of alleged discrimination and take corrective action if warranted;
- Be continually alert to identify and correct any practices by individuals that are at variance with the intent of the Equal Employment Opportunity Policy.

At this time, CDP would like to reaffirm this policy and call upon all personnel to effectively pursue the policy as stated.

Last Revised: 01/21/2008