



## **SPECIAL OLYMPICS COLORADO NON-DISCRIMINATION POLICY**

Special Olympics Colorado does not and shall not discriminate on the basis of gender, gender expression, religion, race, color, creed, political affiliation, marital status, union preference, disability, medical condition, pregnancy, veteran status, national origin, ancestry, age, sexual orientation, or other unlawful discrimination.

These activities include, but are not limited to hiring and termination of staff, selection of volunteers, board members, vendors and provision of services. SOCO is committed to providing an inclusive and welcoming environment for all members of our staff, athletes, volunteers, subcontractors, vendors and other constituents and persons served.

### **EQUAL OPPORTUNITY EMPLOYER**

Special Olympics Colorado is an equal opportunity employer. No person shall be appointed, promoted, disciplined, reduced, removed, or in any way favored, disfavored, or discriminated against because of gender, gender expression, religion, race, color, creed, political affiliation, marital status, union preference, disability, medical condition, pregnancy, veteran status, national origin, ancestry, age, sexual orientation, or other unlawful discrimination. This prohibition includes unlawful harassment based on any of these protected classes. Employment decisions are based on merit, qualifications and business needs.

Further, no one will be denied opportunities or benefits because of the existence of a physical or intellectual impairment or disability as defined by the Americans with Disabilities Act, so long as, with the provision of reasonable accommodations, such impairment or disability does not substantially limit such person's performance of one or more essential job functions. SOCO will make reasonable accommodation for qualified individuals with known disabilities.