



Canopy Non-Discrimination and Diversity Policy

The Canopy Board has adopted the following documents pertaining to nondiscrimination and diversity:

1. Canopy Policy Regarding Non-Discrimination and Diversity

Canopy's success in achieving its mission depends on the organization's ability to understand, represent, and build support from the diverse communities it aims to serve. Therefore, Canopy is committed to recognizing and valuing diversity.

Through its recruitment and hiring or selecting staff, board members, advisory council members, other volunteers, consultants, and vendors, Canopy aims to have representation of diverse groups at all levels within the organization so as to fairly reflect the rich diversity of the communities it serves.

We believe that an inclusive group of people with varied backgrounds and points of view makes a creative, dynamic, and successful organization. Canopy provides equal opportunity to all persons without regard to race, color, religion, ancestry, national origin, age, gender, marital status, medical condition, sexual orientation, gender identity, physical or mental disability, or any other consideration made unlawful by federal, state, or local laws; and is an equal opportunity employer committed to nondiscrimination. This policy also prohibits unlawful discrimination based upon a perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics.

2. Chapter 2 of the Canopy Employee Handbook – Equal Opportunity Section

Chapter 2. EMPLOYMENT AND EMPLOYEE DEVELOPMENT

EQUAL OPPORTUNITY EMPLOYMENT

We maintain a strong policy of equal employment opportunity. We seek to achieve equal opportunity for all staff members as articulated by federal, state, and local laws. Canopy aims to have representation of diverse groups at all levels within the organization so as to fairly reflect the rich diversity of our communities. We believe that an inclusive group of people with varied backgrounds and points of view makes a creative, dynamic, and successful organization. Canopy provides equal opportunity to all persons without regard to race, color, religion, ancestry, national origin, age, gender, marital status, medical condition, sexual orientation, gender identity, physical or mental disability, or any other consideration made unlawful by federal, state, or local laws; and is an equal opportunity employer committed to nondiscrimination. This policy also prohibits unlawful discrimination based upon a perception that anyone has any of those characteristics or is associated with a person who has or is perceived as having any of those characteristics. Our equal employment opportunity philosophy applies to all aspects of employment, including recruitment, training, promotion, transfer, benefits, pay, and dismissal.