



### ***Anti- Discrimination Policy (Volunteers)***

Sound Generations is, and always has been, firmly committed to a policy of equal opportunity related to volunteering. We offer volunteer opportunities without regard to race, color, religion, sex, age, ancestry, national origin, citizenship, veteran or military status, marital status, the presence of any sensory, mental, or physical disability, genetic information, sexual orientation (including gender expression/identity), or any other status or characteristic protected by law.

The Company makes every effort to accommodate the needs and limitations of individuals with disabilities, whether they are current employees, applicants, or volunteers. If a volunteer has a disability and may wish some form of reasonable accommodation, they should let the Site Chef/Coordinator know as soon as possible. Sound Generations then can interact with the volunteer about the possibility of providing reasonable accommodation to enable the volunteer to perform the essential functions of the job without undue hardship to Sound Generations. If a volunteer becomes unable to perform the essential functions of their job, even with reasonable accommodation, they should ask about assistance in identifying and applying for other jobs that may become available and for which they may be qualified.

Sound Generations' commitment to the values of diversity and inclusiveness includes embracing religious diversity. As part of this commitment, Sound Generations will make good faith efforts to provide a reasonable accommodation of a volunteer's sincerely-held religious belief, unless the company believes such an accommodation would create an undue hardship or is contrary to the company's commitment to diversity and inclusiveness.

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