

NON-DISCRIMINATION POLICY

The Steppingstone Foundation is committed to providing an inclusive, respectful, and equitable environment in all aspects of its operations, programs, and services.

The Foundation does not discriminate on the basis of race, color, religion, creed, sex, gender, gender identity or expression, sexual orientation, age, national origin, ancestry, citizenship, disability, marital status, veteran status, genetic information, or any other characteristic protected by applicable federal, state, or local law.

This policy applies to all areas of the Foundation's activities, including but not limited to:

- Program participation and service delivery
- Employment, volunteer engagement, and board service
- Admissions, referrals, and eligibility determinations
- Contracts, partnerships, and procurement

The Steppingstone Foundation affirms its commitment to equal opportunity and fair treatment for all individuals and strives to ensure that its policies, practices, and conduct reflect this commitment.

Any individual who believes they have been subjected to discrimination in violation of this policy is encouraged to report the concern. Reports will be reviewed promptly and addressed in accordance with the Foundation's governance policies and applicable law.

This policy is reviewed periodically by the Board of Directors to ensure continued compliance with legal requirements and alignment with the Foundation's mission and values.