



**HORSE FARMS FOREVER, INC.  
NON-DISCRIMINATION POLICY**

Horse Farms Forever, Inc. (“HFF”) is a 501(c)(3) nonprofit organization. HFF is committed to providing an environment which is free from discrimination in its activities, operations and opportunities based upon age, race, color, religion, creed, national origin, ancestry, disability, gender or sexual orientation. HFF is committed to providing an inclusive and welcoming environment for all members, donors, clients, volunteers, staff, subcontractors and vendors.

It is the policy of HFF to strictly adhere to procedures that will ensure equal opportunity for all people without regard to age, race, color, religion, creed, national origin, ancestry, disability, gender, sexual orientation, marital status or military status. HFF shall make reasonable accommodations wherever necessary for all employees, members or applicants with disabilities; provided that the individual is otherwise qualified to safely perform the duties and assignments connected with the position and provided that any accommodations made do not require significant difficulty or expense.

HFF makes every effort to educate and achieve the understanding of its employees and agents regarding its ongoing policy of nondiscrimination based upon age, race color, religion, creed, national origin, ancestry, disability, gender or sexual orientation in its operations.

This policy requires thorough investigation of any and all instances of alleged discrimination and shall take corrective action if warranted. HFF further continually strives to identify and correct any practices which may be at variance with this non-discrimination policy.

This policy was adopted by HFF on July 27, 2018.