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Ordinary Dogs Transforming Lives

Nondiscrimination Policy

Healing Companions, Inc. is a 501(c)(3) nonprofit organization and is committed to providing an environment that is free from discrimination in employment opportunities because of race, creed, color, national origin, age, religion, veteran status, disability, gender, sexual orientation, or marital status. The Executive Director has issued the following policy stating Healing Companion's views in this matter:

It is the policy of Healing Companions to:

- Provide equal opportunity to all applicants for board membership. Decisions concerning invitations to join the Board of Directors are all made upon the basis of the best qualified candidate without regard to race, creed, color, national origin, age, religion, veteran status, disability, gender, sexual orientation, or marital status.

At this time, Healing Companions would like to call upon all personnel to effectively pursue the policy as stated.

A handwritten signature in blue ink that reads "Jane Miller 2/12".

/s/ Jane Miller

Executive Director

Healing Companions, Inc.